

REPORT OF THE EQUITY COMMITTEE OF THE CPA JUNE 2002

Ten years have passed since the CPA's hiring policy was adopted at the AGM in Charlottetown. In order to mark the ten years of existence of this policy, the Equity Committee invited Marilyn Friedman (WUSTL) for a plenary session talk. Her talk was entitled "Cultural Minorities and Women's Rights". In addition to this, the Committee collected data for the annual hiring statistics. For the first time and in accordance with the recommendation made by our Committee last year, these statistics bear not only on the percentage of women hired, but also on that of members of visible minorities, persons with disabilities, and Aboriginal people.

The Committee wishes to take this opportunity to make a brief presentation of its history and to present the main conclusion that can be drawn from the different equity statistics collected by the CPA.

Historical Note

Though the Equity Committee was only created in 1993, its history begins in 1991, with an epoch-making report into hiring policies affecting women. As a consequence of this report, three hiring goals were adopted at the Charlottetown Annual General Meeting:

1. That by the year 2000, at least 1/4 of permanent or probationary faculty in any unit be female, and by the year 2010 at least 3/8 be female.
2. That in any decade in any Department, at least 50% of permanent or probationary positions be filled by women over the next 25 years.
3. That the CPA urges Departments to give priority to 1) as target and to increase the 50% hiring ratio where required and possible.

The Equity Committee was created in the fall of 1993, in the wake of the Charlottetown AGM. Here is the statement of the mandate that was approved by the Executive Committee:

"The Standing Committee on Equity Issues has four functions: (a) to provide appropriate follow-up to the May 1991 report from the Committee to Study Hiring Policies Affecting Women, including making further reports and recommendations to the Association; (b) to provide reports and recommendations to the Association regarding other equity issues that affect the Association; (c) to provide, where possible, further means and opportunities for members of the Association to examine and tackle equity issues relevant to the Association; and (d) to make an annual report to the Association at the Annual General Meeting, making at that time any recommendations that the Committee may wish to put before the Association. It is understood that, while these functions are overlapping and interdependent, it may not be feasible for the Committee to exercise fully all these functions in any one year and that the Committee's first priority will be to provide follow-up to the May 1991 report.

The Committee proposes to provide follow-up to the May 1991 Report in several ways: (1) to update as needed (but at least every three years) the data and statistical analysis given in the Report; (2) to organize an annual workshop on equity issues at the meetings of the CPA; (3) to study and make recommendations regarding the suggestions for follow-up contained on pages

17-19 of the original Report; (4) to study the feasibility and appropriateness of creating a data base of information regarding potential candidates for jobs in philosophy in Canada that could assist Philosophy Departments who are hiring, have an affirmative action policy, and might not otherwise be aware of all the candidates available; (5) to consider how it might be able to provide information, data and statistical analysis relevant to equity issues beyond gender.”

The mandate of the Committee was expanded in 1996, when the Committee decided to look not only into gender issues, but also into other minority issues. Thus, it introduced questions about policies encouraging the representation of visible minorities, Aboriginal people, persons with disabilities and gay and lesbians in its 1997 survey.

Apart from the 1991 survey, major surveys have been conducted in 1993 (presented in the 1994 report), in 1997 and in 2001 (the latter survey collected data for a three year period). Annual hiring statistics have been collected since 1998, though they include information dating back to 1996. The Committee has also organized numerous round-tables at the CPA and made a number of recommendations aiming at increasing the representation of women in the profession. All in all, it can be said that the Committee was very active. But with what results?

What Progress?

Here is a summary of the data reported in the different major surveys. The percentage are those of women in the group indicated on the left.

	90-91	92-93	96-97	98-99	99-00	00-01
Perm./ten.-track faculty	13%	20%	23.1%	19%	20%	20%
Full prof.	23%	-	20.5%	10%	11%	10%
Assoc. prof.	30%	-	20.5%	24%	25%	29%
Assist. prof.	18%	-	56.8%	36%	34%	27%
MA students	31%	41%	34.1%	-	-	41%
PhD Students	26%	36%	32.9%	-	-	31%
PhD completion	23%	23%	32.9%	28%	31%	34%
Dep. having their own hiring pol.	20%	30%	27.5%	-	-	-
No. of respondent vs no. of contacted institutions	70/152	55/70	42/139	31/47	31/47	31/47

These numbers are taken from the four major surveys the Committee organized. It should be taken into account that the surveys differed with respect to the institutions they considered (the 1991 and apparently also the 1993 and 1997 surveys include data for CEGEPs, for instance).

This makes them difficult to compare. It should also be underlined that there have been important variations in the response rate. But the general impression is that things are slow to change. This is particularly striking with respect to the data concerning students: the percentage of female MA students and PhD students seems quite stable across the years, oscillating between 30% and 40% for the former and around 30% for the latter. Somewhat more encouragingly, there seems to be a slow but steady increase in the percentage of women completing a PhD, with a 23% in 1991 and a 34% in 2001. However, since the hiring policy has been in existence for ten years, we would have expected greater changes. The Committee would strongly urge all Departments, and especially those that fall below Association averages, that they scrutinize their hiring policies and practices to make sure that they are advancing equity aims at every stage of the process.

As to the hiring statistics, the data appear to be the following:

	95-96	96-97	97-98	98-99	99-00	00-01	01-02
Number of tenure track jobs	11	11	22.33	10	22	34.5	34
Number of women hired	2	3	7.16	4	5	15	15
Percentage of women hired	18%	27%	32%	40%	23%	43%	44%

These numbers are based on the 2000 and 2002 annual reports. Here too, the general impression is that things are quite slow to change.

The 2002 Hiring Survey

For the first time, the hiring statistics bear on the four minorities designated by governmental policies: women, members of visible minorities, persons with disabilities and Aboriginal people. It should be noted that this is a fallible process and the Committee apologizes for any errors or incompleteness in the data. The detailed results are below. The summary of the data is as follows:

	2000-2001	2001-2002
% of women	43%	44%
% of visible minorities	9%	12%
% of persons with disabilities	0%	0%
% Aboriginal people	0%	0%

It goes without saying that these hiring rates are lower than the ones advocated in the 1992 policy adopted at the AGM. Though the 12% of visible minorities hired this year is encouraging, it is striking that no person with disabilities and no Aboriginal people have been hired these last two years.

Tenure-track jobs 2000-2001 and 2001-2002:

University	00-01	Visible Minorities	Persons with disabilities	Aboriginal People	01-02	Visible Minorities	Persons with disabilities	Aboriginal People

Acadia	1 M	0	0	0	0	0	0	0
Alberta	0	0	0	0	1 F	0	0	0
Bishop's	-	-	-	-	-	-	-	-
Brandon	0	0	0	0	0	0	0	0
British Columbia	1 F	0	0	0	2 M	0	0	0
Brock	-	-	-	-	1 M	0	0	0
Calgary	3 F	0	0	0	1 M	0	0	0
Cape Breton	0	0	0	0	0	0	0	0
Carleton	-	-	-	-	-	-	-	-
Concordia	0	0	0	0	1 F	0	0	0
Dalhousie	3 M 1 F	0	0	0	3 M 2 F	1	0	0
Guelph	-	-	-	-	-	-	-	-
IPE	-	-	-	-	-	-	-	-
Lakehead	-	-	-	-	-	-	-	-
Laurentian	0	0	0	0	0	0	0	0
Laval	0	0	0	0	0	0	0	0
Lethbridge	-	-	-	-	-	-	-	-
Manitoba	0	0	0	0	0	0	0	0
McGill	0.5M 1 F	0	0	0	1 F	0	0	0
McMaster	0	0	0	0	1 M 1 F	0	0	0
Memorial	0	0	0	0	0	0	0	0
Moncton	0	0	0	0	0	0	0	0
Montréal	1 M 1 F	0	0	0	2 M 1 F	1	0	0
Mount Allison	-	-	-	-	-	-	-	-
New Brunswick	0	0	0	0	0	0	0	0
Nipissing	-	-	-	-	-	-	-	-
Northern BC	-	-	-	-	-	-	-	-
Ottawa	1 F	0	0	0	0	0	0	0
UQAM	2 M	0	0	0	1 M	0	0	0
UQTR	0	0	0	0	0	0	0	0
Queen's	0	0	0	0	0	0	0	0
Regina	0	0	0	0	0	0	0	0
Ryerson	-	-	-	-	-	-	-	-
Saskatchewan	1 M 1 F	0	0	0	0	0	0	0
Sherbrooke	-	-	-	-	-	-	-	-
Simon Fraser	2 F	0	0	0	0	0	0	0
St. Francis Xavier	0	0	0	0	0	0	0	0
St. Mary's	1 M	0	0	0	1 M	0	0	0

	1 F				1 F			
St. Thomas More	0	0	0	0	1 M	0	0	0
Toronto	6 M 1 F	3	0	0	3 M 3 F	1	0	0
Trent	0	0	0	0	1 F	0	0	0
Victoria	1 M	0	0	0	1 F	0	0	0
Waterloo	2 M	0	0	0	0	0	0	0
Western Ontario	0	0	0	0	1 M 1 F	0	0	0
Wilfrid Laurier	1 F	0	0	0	1 M	0	0	0
Windsor	-	-	-	-	-	-	-	-
Winnipeg	1 F	0	0	0	1 M	1	0	0
York	1 M	0	0	0	1 F	0	0	0
Total	19.5 M 15 F	3	0	0	19 M 15 F	4		

Final Recommendations

The Committee wishes to make three recommendations:

1. That the 1991 report as well as the mandate of this Committee be put on the CPA's web site.
2. That the Committee gather information about existing hiring policies and procedures in Canadian Philosophy Departments with respect to women, members of visible minorities, persons with disabilities and Aboriginal people, and propose guidelines to improve existing policies and hiring practices.
3. That the Association encourage all Departments to have a hiring policy with respect to women, members of visible minorities, persons with disabilities and Aboriginal people that takes seriously the need to increase the representation of members of these groups in faculty.

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