

## *Summary of the Equity Survey for the CPA (2001-2005)*

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The survey was sent to 67 departments in all of Canada. 30 departments answered the survey<sup>1</sup>. Here are some of the general characteristics of the departments who filled out the survey:

- 7 departments offer a B.A. program only
- 7 departments offer a B.A. program and an M.A. program
- 16 departments offer B.A., M.A. and PhD programs
- 4 francophone departments responded

We would like to thank the departments who responded:

University of Alberta – Brandon University – University of British Columbia – Brock University – University of Calgary – Cape Breton University – Carleton University – Concordia University – Dalhousie University – University of Guelph – Lakehead University – Université Laval – University of Lethbridge – McGill University – McMaster University – Memorial University – Université de Montréal – Okanagan University College – Queen’s University – St-Mary’s University – University of Saskatchewan – Simon Fraser University – University of Toronto – Trent University – UQÀM (Université du Québec à Montréal) – UQTR (Université du Québec à Trois-Rivières) – University of Waterloo – University of Western Ontario – University of Windsor – University of Winnipeg – York University

It was particularly difficult this year to obtain a high rate of return of surveys. It seems that many departments were displeased with the task given the timing of the survey at a very busy time of the year, that is, the end of the academic year. However, we wish to remind everyone that collaboration is essential for the committee to reach its goals and by extension the to help the CPA fulfill its mandate to pursue equity issues. We are thankful to all of you who took the time to fill out the survey. For future surveys, we will try to

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<sup>1</sup> Simon Fraser University sent results that could not be compiled because the categories they employ did not correspond to the ones in the survey questions. However, the data they have sent us clearly demonstrates that equity is an issue that is at the forefront of their considerations.

improve the timeframe of the survey in order to make things easier for everyone (see recommendations).

## Analysis

The equity committee took as its mandate to enlarge the survey and take into considerations other minority groups such as visible minorities, persons with disabilities and Aboriginal persons. Thus the survey is much larger than in previous years where it focused on gender equity only. However, it is difficult to identify individuals belonging to these other groups because few individuals self-identify. This comment was made by several respondents. In the U.S.A. individuals are systematically asked whether they belong to a minority group or not; this is not the case in Canada. We can wonder whether such a procedure of self-identification is desirable.

The presence of Aboriginal individuals is very small. There are no professors and there is only one student at the Masters level (University of Saskatchewan) and one at the PhD level (University of Toronto). There could be Aboriginal persons present in the departments that did not fill out the survey. Even if this were the case, the numbers would still remain very small. It would be worth looking at the numbers of Aboriginal persons who are at the B.A. level and examine whether any of these students intend to pursue graduate work in philosophy. Nevertheless, we must ask why so few Aboriginal persons undertake study in philosophy<sup>2</sup>.

The number of persons of visible minorities is greater at the professorial level than that at the graduate level. On average, 3.53% of professors are of a visible minority; however the number is less for full and associate professors. At the graduate level for this year, 1.4% of students at the Masters' level and 5.5% of students at the doctoral level make up this group (see appendix 1 and 2). The situation seems slightly better for assistant professors (7.45%). Nonetheless, these numbers are extremely low and the situation does not seem to be improving.

Persons with disabilities are not well represented at all levels. The percentage is the highest at the level of full and associate professors. We could interpret this as meaning that one can become disabled in the course of one's career and still retain one's job;

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<sup>2</sup> The case of the philosophy department of Lakehead University is telling. Here it is, as told by the chair: "We had the world's only 'Native Phil' grad program. So we sought the best candidates in Aboriginal thought & philosophy. This was very, very hard. We attracted few applicants at all, let alone ones that were Aboriginal. We assumed that the best Aboriginal scholars were scooped up elsewhere. (The same happened with the students: very, very few Native students were qualified for entry, even fewer cared about philosophy, and among those few that cared and were marginally qualified, well they had a tough time completing.) The grad program is now defunct."

however, one will not find employment if one is already disabled. It is important to state that it is difficult to identify such individuals. One respondent said that it was impossible to determine handicap especially in the case of 'invisible' impairments. Again, the problem of self-identification is one that could have a bearing on the survey results. In general, there was a questioning of the term 'person with a disability' in order to determine what this categories means. It would be worth the Association's time and effort to look into this.

Gender equity is improving. In 2004-2005, 46.9% of assistant professors are women. This percentage is lower among associate professors (28.8%) and even lower for full professors (13.3%). This is probably because the women occupying these posts were hired while equity or affirmative action policies were not in place (see appendix 1). We expect that the tendency will be that the numbers will increase in the next years as the women in tenure track jobs will obtain tenure and move up the professorial ladder.

The tendency is definitely more favorable for hiring women. It seems that departments have made a concerted effort to hire more women and to correct for past inequities. This past year, 22.8% of the job candidates were women resulting in 55.2% of the hires (see appendix 4). The average for the past four years shows that 33.4% of doctoral degrees are awarded to women (with 37.5% for the year 2004-2005, see appendix 2).

As for admission to the PhD level, the proportions seem to be respected in the number of admissions and registrations. On average, 30% of the applications at the PhD level were made by women. Of the offers of admission, 32.75% of the offers were made to women. For the past four years, the female students registering at the PhD level represent 33.27% of students (see appendix 3).

With the partial results we seem to have concerning persons with disabilities, visible minorities as well as Aboriginal persons, it is difficult to determine whether departments are making concrete efforts to increase the representation of these groups both at the professorial and student levels. It does not seem to be the case if we consider the evidence, even if it is partial. As for gender equity, the tendency has greatly improved. Thus the case of women is markedly different than that of other minority groups. There seems to be a better representation of these minority groups when it comes to offers of admission to PhD programs. Nevertheless, the numbers are so small that it is difficult to determine exactly what is happening for these groups.

Finally, the research chairs are mostly attributed to men. From 2001-2003, only men were occupying these chairs, both at levels 1 and 2. In 2003-2004 and 2004-2005, 80% of the level 2 chairs were held by men. Level 1 chairs were attributed to men in 60% of the cases in 2003-2004 and at 75% in 2004-2005. No person of visible minority held a level 2 chair and only one such individual held a level 1 chair in 2004-2005 (see appendix 5). It may seem that chairs are being attributed to women as of 2003-2004; however, given that

the data is limited, it is difficult to say whether this is an actual tendency or not. We would have to see how the situation evolves in the next few years.

23 departments said that they had an equity policy that dealt with gender; this policy was in place either in their departments or at the institutional level. Of those, 19 had a similar policy for the other minority groups. There is a great variability amongst the policies and their objectives vary also. Most (11 of the respondents) proceed according to a proactive model where a minority group individual is hired in the case of equal competency. Many departments and institutions work from a simple declaration of intent; this type of statement is typical of the proactive statements found at the end of hiring ads (7 of the respondents attested to this). Few departments or institutions (only 4) have an affirmative action policy. Of these, 2 respondents have a target ratio they plan to attain. In one particular case, the institution is targeting hiring 50% women and in another, the institution has a goal of hiring 66% of persons from minority groups (for the year 2010). Two institutions invite candidates to self-identify in order to benefit from their equity programs. Some departments have very nominal policies which amount to simple declarations of intent: they state they simply wish to have hiring procedures devoid of discrimination. This is certainly a laudable goal but the lack of any type of precise formulation of equity issues within hiring policies is worrisome.

One department indicated that its location, far from large urban centers, was a factor that seemed insurmountable. Even with equity policies in place, the number of individuals from minority groups applying was less and often the competency of the individuals from these groups was less. It would be interesting to see if location is a factor that plays in determining whether candidates will apply to a particular institution.

Taking all this into consideration, even if some of the policies seem to be fairly innocuous, there has been a determinate increase in the hiring of women. Thus it shows that equity policies can have a positive effect on hiring practices. Here are some practices that have been adopted by some departments that would be desirable for everyone:

- The presence of at least one member of an under-represented minority group on the hiring committee.
- At least one member on the hiring committee should have equity training.
- Candidates should be invited to self-identify in order to target more effective hiring.

Finally, to the last question of our survey about the *Hiring Toolkit*, only 8 departments stated that they have consulted the online document. We salute Brandon University's philosophy department who has said that they now use the toolkit in their hiring.

## **Conclusion**

This survey indicates that departments have made an effort to correct past inequities and that they are conscious of problems related to discrimination. However, the picture is less than rosy and a lot of work still needs to be done. The situation seems encouraging if we look at the increase in the hiring of women. Nevertheless, their numbers are still at less than 50% at the student level. In the case of the other minority groups, if we take that our numbers are more or less accurate, then their situation has not improved very much if at all.

Less than 50% of departments answered our survey, so we are simply extrapolating the results in order to get a general picture of the composition of graduate students and professors. If we take into consideration that the departments who answered are probably the ones most dedicated to issues of equity, then it is reasonable to assume that the other departments fare less well in issues of equity in general

### **Recommendations on Equity**

This survey was very long and involved. However, if the Association is to get a correct overview of equity issues, the type of survey sent out needs to be very explicit. This being said, perhaps some of the categories might be revised in order to make the survey easier to fill out. The numbers are so low that the percentages might not be reflective of what is really happening in terms of trends or tendencies.

The results of the survey were encouraging in the case of gender distribution. It seems that the policies have had a positive effect, at least in the hiring of female candidates. Perhaps, this can also be the case for the other minority groups. At this time their numbers remain disparagingly low and future equity committees might want to examine why this is the case and the Association might consider being more pro-active in this issue.

In the future, the question of self-identification should be examined. Perhaps the practice of self-identification could be encouraged in order to make hiring of members of visible minorities easier to target.

Also the category of 'person with disability' seemed to be problematic for some departments. The comity might wish to look into this in the future.

### **Recommendations for the Survey**

The survey that was done was for four years and this was a lot of data to assemble at one time. Many departments noted the amount of work this required and it is probably an important factor in the low respondent rates. Ideally, the survey should be done every few years in order to make it easier to fill out. Of the surveys that were filled out, many had complete data for the two previous years. This seems to imply that we should inquire

from departments more frequently so that they can access their data more readily. Even if it is good to have results for four years as opposed to only two, the results could be combined and then compared to see if any tendencies come to light.

There is certainly an advantage to sending the survey in April. At this time, most departments have completed their hiring and can provide recent statistics as to this process. However, many respondents told us that the time allotted for them to respond was too short. The survey needs to be finalized and reported at the annual general meeting so the time line that was given for this survey had to fit into a precise schedule in order that the results be tabulated and the report written in time for the May meeting. This survey has shown us that it takes at least a week to tabulate the results and then another to write the report. We could, in the future, send the survey out by April 1<sup>st</sup> and ask that the results be given back to the committee by April 21<sup>st</sup>. Departments did tell us this time period is an incredibly busy time for them as it is the end of the term. We can only hope that in the future, if the survey is shorter it will be easier to fill out. Needless to say, if this time of year is busy for department chairs it is also a busy time for the members of the equity committee. We feel this survey, being the first to be so large, has been a success and we thank all the respondents.

## APPENDIX 1

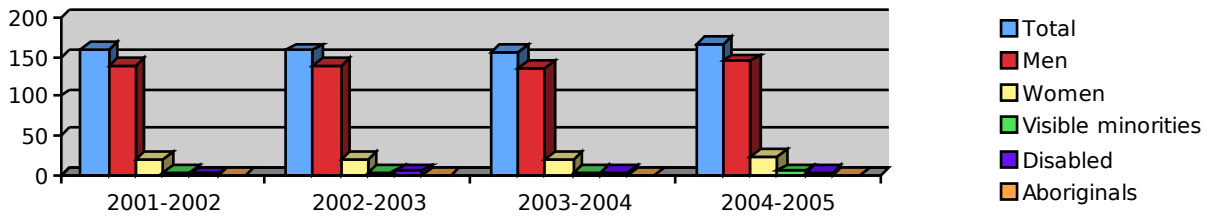
### Question 1 : Faculty component

The faculty component of departments in 2004-2005 (and past years) is as follows:

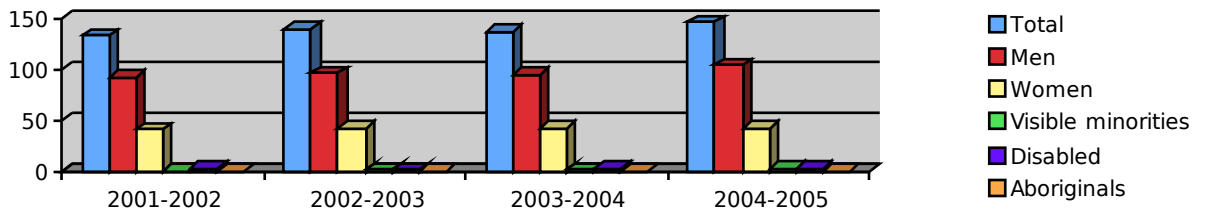
		Total	Women	Men	Visible Minorities	Persons with disabilities	Aboriginal persons
Full professors	2004-2005	166	22	144	4	3	0
	2003-2004	156	20	136	3	3	0
	2002-2003	158	19	139	3	4	0
	2001-2002	160	20	140	3	1	0
Associate Professors	2004-2005	146	42	104	3	3	0
	2003-2004	137	43	94	2	3	0
	2002-2003	139	43	96	2	2	0
	2001-2002	133	41	92	1	3	0
Assistant Professors (tenure track)	2004-2005	83	39	44	5	1	0
	2003-2004	80	32	48	6	1	0
	2002-2003	68	23	45	6	1	0
	2001-2002	50	16	34	3	1	0
Sessional/Adjunct/Limited Term	2004-2005	104	32	72	4	0	0
	2003-2004	101	34	67	2	1	0
	2002-2003	88	27	61	4	0	0

	2001- 2002	89	23	66	2	0	0
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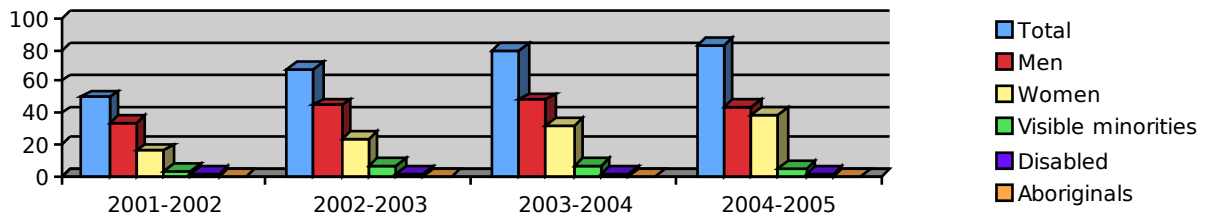
### Full professor



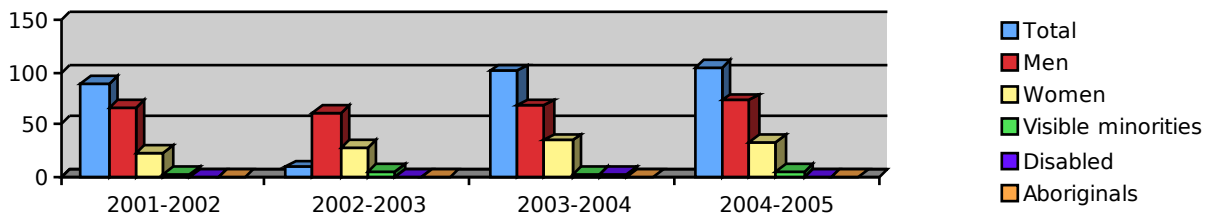
### Associate professor



### Assistant professor



### Sessional-adjunct-limited t



**APPENDIX 2**

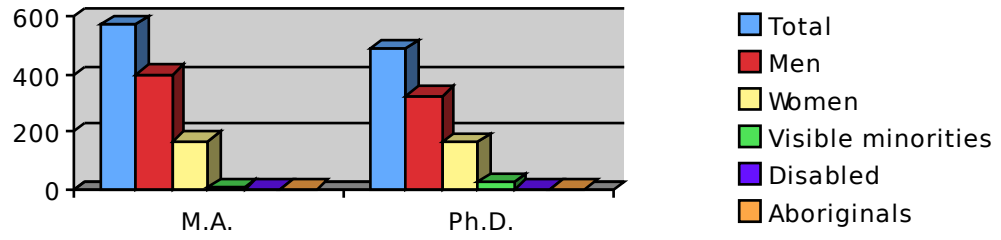
**Question 2 : Graduate studies**

23 departments offer an M.A. program.

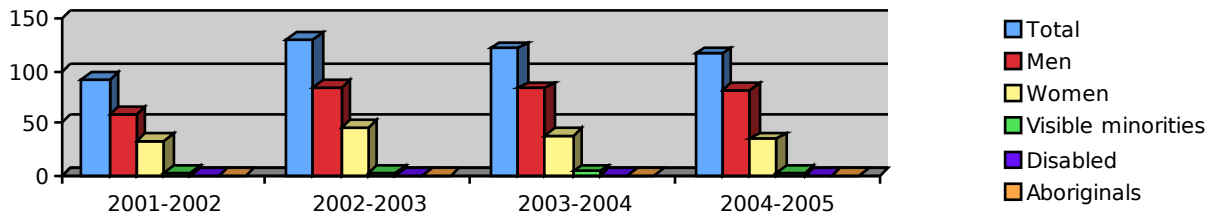
16 departments offer a Ph.D. program.

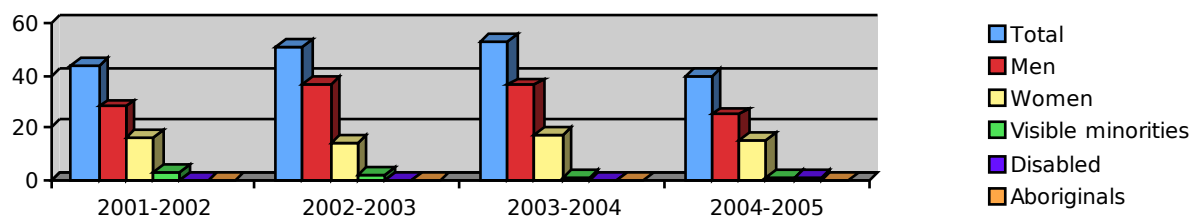
		Total	Women	Men	Persons of Visible Minorities	Persons with Disabilities	Aboriginal Persons	
Degrees in Progress	M.A.	572	168	404	8	2	1	
	Ph.D.	493	167	326	27	2	1	
Degrees Awarded	M.A.	2004-2005	16	34	82	2		
		2003-2004	21	38	83	3		
		2002-2003	30	46	84	2		
		2001-2002	22	33	59	2		
	Ph.D.	2004-2005	10	15	25	1	1	
		2003-2004	13	17	36	1		
		2002-2003	11	14	37	2		
		2001-2002	14	16	28	3		

### Degrees in progre



### M.A. Degrees award



**Ph.D. Degrees award****APPENDIX 3****Question 3 : Doctoral programs**

16 departments offer a doctoral program<sup>4</sup>.

		Total	Women	Men	Visible Minorities	Persons with Disabilities	Aboriginal Peoples
Applications Received <sup>5</sup>	2004-2005	5687	204	444	19	3	
	2003-2004	4410	115	243	15	1	
	2002-2003	3359	106	230	16		
	2001-2002	2289	69	188	13		
Offers Made	2004-2005	5181	58	107	7	2	
	2003-2004	4132	38	87	1	1	
	2002-2003	3117	36	78	4		
	2001-2002	2104	34	66	1		
Entering the	2004-2005	5111	30	81	8	3	

<sup>4</sup> Prof. Arthur, Chair at McMaster, indicated that « a more faithful picture of doctoral admissions » could be provided if the survey took into account joint programs (McMaster is part of the Tri-University program with Guelph and Wilfrid Laurier).

<sup>5</sup> All of Waterloo's numbers for this section are estimated. UQÀM and Queen's provided a total number without gender breakdown for every year.

<sup>6</sup> McMaster has provided estimated numbers.

<sup>7</sup> Ibid.

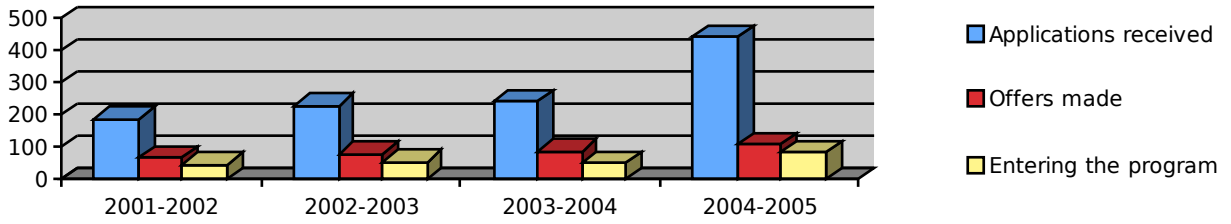
<sup>8</sup> Queen's provided a total number without gender breakdown.

<sup>9</sup> UQÀM provided a total number of 12 without gender breakdown.

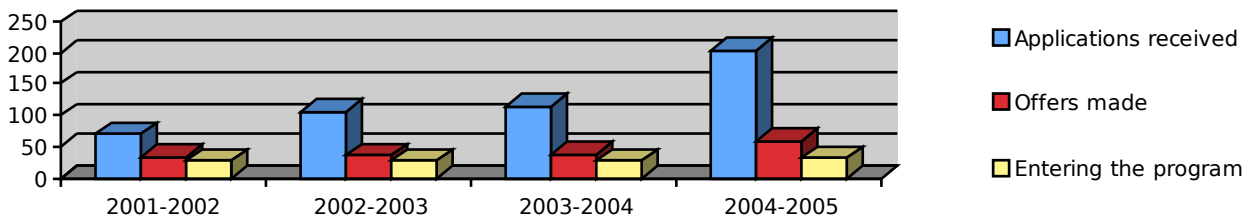
<sup>10</sup> Alberta gave an estimated number of 2.

Program	2003-2004	476	27	49	1	1	
	2002-2003	380	26	54	2		
	2001-2002	271	27	44	1		

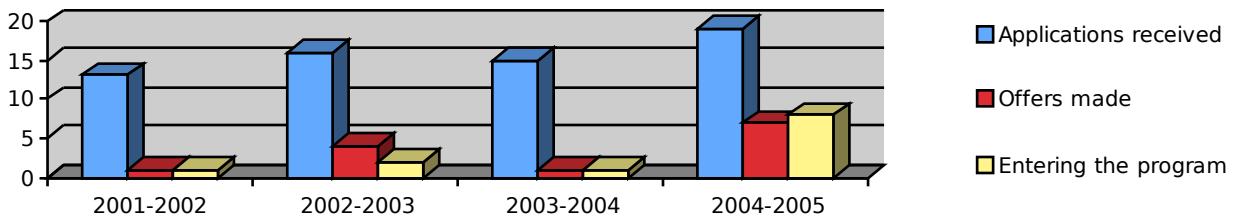
**Male doctoral candidat**



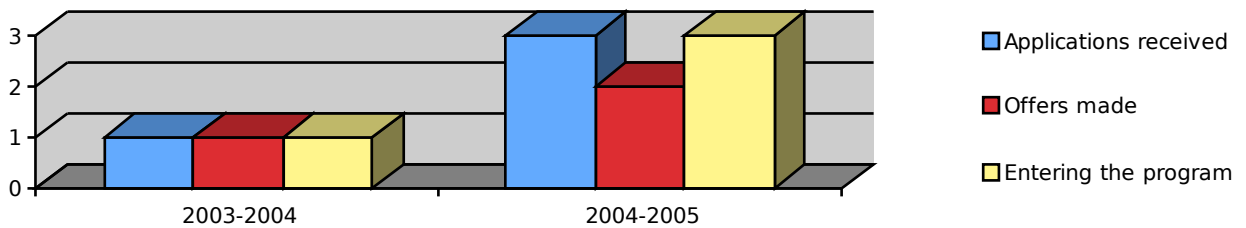
**Female doctoral candida**



**Visible minoriti**



**Persons with disabilit**



## APPENDIX 4

### Question 4 : Hiring

Over the course of the past four years covered by this survey, 27 departments have hired for positions. However, not all departments have hired every year. Departments don't always have all the data regarding the number of applications received and some others don't have the gender breakdown.

Global picture:

		Total	Women	Men	Persons of Visible Minorities	Persons with Disabilities	Aboriginal Persons
Application Received	2004-200	51628	371	1257	43	6	
	2003-200	42040	432	1608	31	1	
	2002-200	31202	235	967	1	1	
	2001-200	2539	107	432	6		
Long-Listed	2004-200	5156	56	100	9	1	
	2003-200	4195	41	84	6		
	2002-200	361	13	28			
	2001-200	245	14	31			
Short-Listed	2004-200	585	42	43	2		
	2003-200	4106	43	55	6		
	2002-200	376	24	52			
	2001-200	247	17	30			
Hired	2004-200	529	16	13	1		
	2003-200	431	15	16	1		
	2002-200	327	8	19	2		
	2001-200	221.5	10	11.5	1	1	

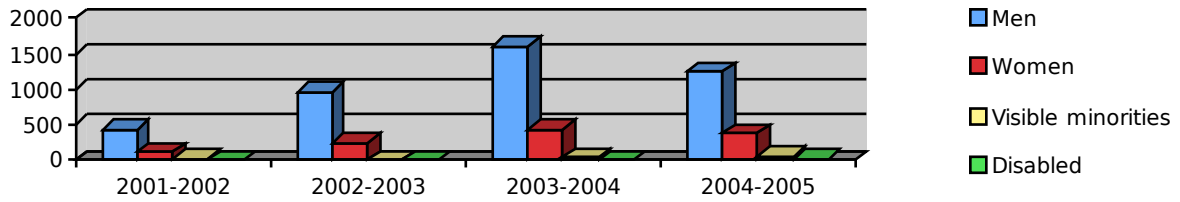
<sup>11</sup> Brock gave a total number of 53 and gave a gender breakdown but noted that 6 candidates were unidentifiable as to their gender.

<sup>12</sup> Toronto provided a total number of 50 but no gender breakdown. McGill did the same with a number of 20.

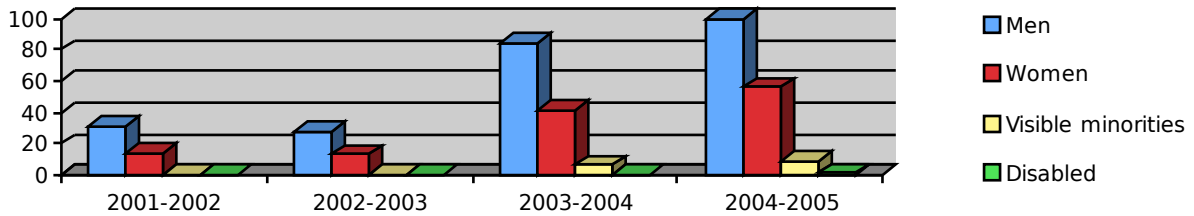
<sup>13</sup> McGill gave a number of 20 without gender breakdown.

<sup>14</sup> McGill gave a number of 8 without gender breakdown.

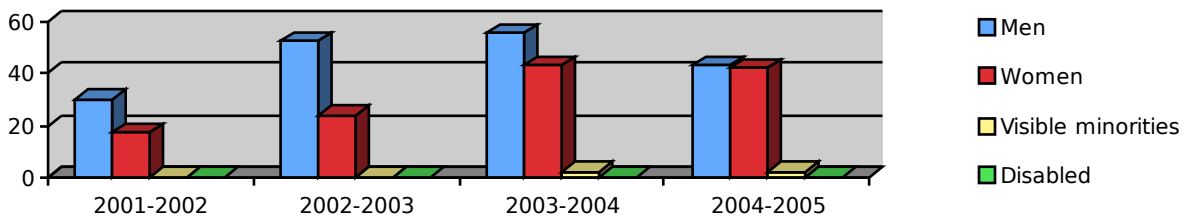
### Applications received



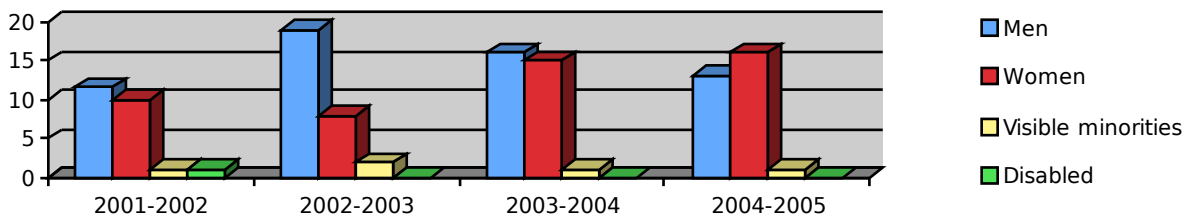
### Long-listed



### Short-listed



### Hired



**Hiring by department:**

(Legend: M = Man; F = Woman; V = Visible minority; D = Disabled; A = Aboriginal)

Department	Year	Applications received	Long-listed	Short-listed	Hired
University of Alberta	2004-2005	38M, 15F, 4V	8M, 4F, 1V	2M, 2F	1M
	2003-2004 Hire 1	159M, 50F, 15V, 1D	10M, 6F, 2V	1M, 3F,	1F
	2003-2004 Hire 2	64M, 22F, 10V	4M, 4F, 1V	1M, 2F, 1V	1F
University of British Columbia	2004-2005	129M, 39F		3F	1F
	2003-2004			3M, 4F	2M
	2002-2003	58M, 13F		7M, 2F	2M
	2001-2002	61M, 26F		2M, 3F	1F
Brock University	2004-2005	32M, 14F		1M, 1F	1F
	2003-2004	16M, 8F		3M, 1F, 4V	1MV
	2002-2003	41M, 13F		1M, 2F	1F
	2001-2002	35M, 12F (6 gender unknown)		3M	1M
University of Calgary	2003-2004	26M, 7F	4M, 2F	1M, 1F	1F
	2002-2003	81M, 20F	11M, 4F	3M, 2F	1M
Cape Breton University	2004-2005	10M, 12F, 1D	6F, 1D	3F	1F
Carleton University	2004-2005	44M, 6F		3M	1M
	2003-2004	47M, 15F		3M, 1F	1M, 1F
	2002-2003	257M, 45F		4M, 1F	1F
	2001-2002	39M, 7F		4M	1.5M
Concordia University	2004-2005	58M, 24F	11M, 5F	1M, 4F	1M
	2003-2004	188M, 28F	6M, 6F	2M, 2F	1F
Dalhousie University	2004-2005	63M, 13F, 13V, 1D		3M, 1F	2M
University of Guelph	2004-2005				1F
	2003-2004				1M
	2002-2003				3M, 1F, 1V
Lakehead University	2003-2004	80M, 20F	6M, 2F	3M	1M
	2001-2002	60M, 10F	3M, 3F	2M, 2F	1M
Université Laval	2004-2005	41M, 10F		5M, 2F	2M, 1F

Department	Year	Applications received	Long-listed	Short-listed	Hired
University of Lethbridge	2004-2005	68M, 17F, 9V, 1D	11M, 6F, 3V	1M, 3F	1F
	2003-2004	10M, 3F, 3V	10M, 3F, 3V	1M, 1F, 1V	1F
	2001-2002	14M, 3F	14M, 3F	2M, 2F	1M, 1F
McGill University	2004-2005	144M, 56F	16M, 8F	5M, 2F	1M, 1F
	2003-2004	135M, 41F	20	8	-
	2002-2003	176M, 36F	20	5M, 2F	1M, 1F
	2001-2002	126M, 32F	14M, 8F	3M, 3F	1F
McMaster University	2003-2004	41M, 20F	9M, 6F	6M, 4F	1M, 1F
	2001-2002				1M, 1F
Université de Montréal	2004-2005	14M, 8F		2M, 2F	1F
	2003-2004	25M, 15F		5M, 3F	1M, 1F
	2002-2003	34M, 11F		3M, 3F	1M
	2001-2002	6M, 1F		1F	1F
Memorial University	2004-2005	15M, 5F	2M, 4F	3F	1F
	2003-2004	58M, 11F		5M, 2F	1M, 1F
Queen's University	2004-2005	11M, 4F	11M, 4F	1M, 1F	-
	2003-2004	16M, 7F, 2V	7M, 1F	1M, 1F	1M
	2002-2003	110M, 33F		4M	1M
St-Mary's University	2003-2004			1M, 2F	1F
	2002-2003			3M	1M
University of Toronto	2004-2005	250M, 50F, 16V, 1D	24M, 4F, 5V	8M, 2F, 2V	3M, 1F, 1V
	2003-2004	301M, 73F	50	9M, 5F	3M, 1F
	2002-2003			9M, 3F	4M, 1F, 1V
	2001-2002			8M, 4F	5M, 3F, 1V, 1D
Trent University	2003-2004	47M, 16F		3M, 2F	1F
	2002-2003	46M, 11F		2M, 2F	1M
	2001-2002	25M, 9F		2M, 1F	1F
UQÀM	2004-2005	21M, 7F		2M, 1F	1F
	2002-2003	14M, 3F		2M, 1F	1M
	2001-2002			3M	1M
UQTR	2004-2005	11M, 1V		1M	1M
University of Waterloo	2004-2005	195M, 53F	5M, 9F	4F	1F
	2003-2004	259M, 54F	16M, 7F	3M, 3F	1M, 1F
University of Western	2004-2005	63M, 21F	7M, 2F	4M, 2F	2M
	2003-2004	101M, 22F	12M, 4F	3M, 2F	1F

Ontario	2002-2003	103M, 33F	11M, 7F	6M, 4F	1M, 1F
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Department	Year	Applications received	Long-listed	Short-listed	Hired
University of Windsor	2004-2005	17M, 5F		4F	1M
	2003-2004	12M, 12F		3F	1F
	2002-2003				2M
University of Winnipeg	2004-2005	30M, 8F	5M, 4F	2M, 1F	1F
	2002-2003	33M, 13F	6M, 2F	2M, 1F	1F
York University	2004-2005	13M, 4F, 2D		3M, 1F	1F
	2003-2004	23M, 8F, 1V		1M, 1F	1F
	2002-2003	14M, 4F, 1V, 1D		1M, 1F	1F
	2001-2002	66M, 7F		1M, 1F	1F

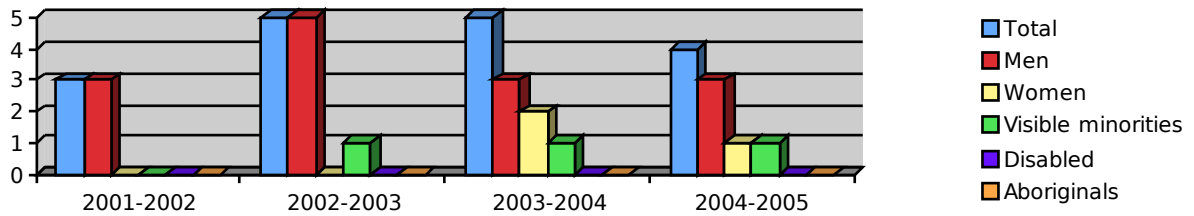
**APPENDIX 5**

**Question 5 : Federal chairs**

There are few federal chairs. It is thus difficult to determine any trend in their attribution.

		Total	Women	Men	Persons of Visible Minorities
Junior Chair	2004-2005	4	1	3	1
	2003-2004	5	2	3	1
	2002-2003	5		5	1
	2001-2002	3		3	
Senior Chair	2004-2005	5	1	4	
	2003-2004	5	1	4	
	2002-2003	2		2	
	2001-2002	2		2	

**Junior chairs**



**Senior chair**

