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**JOINT SENATE-BOARD COMMITTEE ON EQUITY
ANNUAL REPORT TO SENATE 2005-2006**

MEMBERSHIP

The members of the JSBCE for 2005 – 06 were:

Chair: Professor William Foster

recommend University policy regarding under-represented groups, including women, visible minorities, aboriginal peoples, and persons with disabilities. To this end it shall review the recruitment and status of the under-represented groups at the University and recommend ameliorations to Senate and the Board of Governors.

SUBCOMMITTEE REPORT SUMMARIES

(Note: Complete Subcommittee reports are attached as Appendices):

SUBCOMMITTEE ON FIRST PEOPLES:

Report not received.

SUBCOMMITTEE ON PERSONS WITH DISABILITIES:

JSBCE CHALLENGES, PLANS AND PRIORITIES FOR 2006-2007

The JSBCE's mandate is to *recommend University policy regarding under-represented groups, including women, visible minorities, aboriginal peoples, and persons with disabilities. To this end it shall review the recruitment and status of the under-represented groups at the University and*

Therefore, the Committee's plans and priorities for the forthcoming year are:

1. to undertake the development of an institutional employment equity policy for consideration by Senate and the Board;
2. to report to Senate and the Board on the employment of members of under-represented groups as soon as the relevant data is available;
3. to explore ways in which the Committee can (a) obtain more complete data concerning under-represented groups in the University community; and (b) better identify the concerns of all groups, to enable the Committee to make better informed policy recommendations; and
4. to continue the review of the Committee's mandate.

APPENDICES:

Appendix I: Report of the Subcommittee on Persons with Disabilities

Appendix II: Report of the Subcommittee on Qu0

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APPENDIX I

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APPENDIX II

**REPORT OF THE JOINT SENATE-BOARD COMMITTEE ON
EQUITY SUBCOMMITTEE ON QUEER PEOPLE
2005-2006**

www.mcgill.ca/queerequity

MEMBERSHIP

The 2005-2006 members of the Subcommittee on Queer People were:
Staff & Faculty Representatives: Gregg Blachford

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- The program offers a two-hour workshop to faculty, staff and student leaders who would like to learn more about sexual and gender identity diversity on campus and how to become allies for lesbian, gay, bisexual, transgender, two-spirit, intersex and queer (LGBTIQ) people
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APPENDIX III

Report to the Joint Senate-Board Committee on Equity from the Subcommittee on Women 2005-2006

Mandate

Senate Subcommittee on Women

Reporting to the Joint Senate Board Committee on Equity, the Senate Subcommittee on Women shall make recommendations on the following topics:

1. Advocacy of Women's Rights and Promotion of Women
 - Providing positive action regarding the employment and promotion of women at McGill University
 - Promoting equity for women in salary and pension issues
 - Monitoring representation of women on University committees and in administrative positions
 - Monitoring policy and practices affecting women
 - Providing advocacy for the problems of obtaining research funding
 - Advancing women's studies issues
2. Initiation and Consolidation of Women's Activities
 - Making recommendations regarding policy for women's studies activities and the co-ordination of efforts to monitor and promote interdisciplinary programs on the study of women

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American Universities (e.g. Harvard, Yale, University of Michigan, UCLA, etc.). At this time, however, the McGill day care facilities are simply not adequate to support the community