

# **ANNUAL REPORT**

## **May 1, 2016 – April 19, 2017**

**Committee Name:** *Gender Equity and Diversity Committee (GED)*

**Co-Chairs:**

Lanyan Chen

Kathy Mantas

**Members:**

Lanyan Chen, Melissa Corrente, Nathan Kozuskanich and Kathy Mantas

**Number of Meetings Held:**

We had three face-to-face meetings and two online meetings over the year. As well, the co-chairs of the committee attended an OCUFA Status of Women and Equity Committee meeting in Toronto. Our meetings had two foci:

- Accessible Daycare Survey
- Gender Ratio in NUFA for 2015-2016

**1. Wednesday, August 31, 2016, (NUFA office, 2:00-3:00 p.m.)**

Committee members met with Todd Horton to set priorities for the committee and to elect a chair/chairs. As well, the committee reflected on past projects of the committee (e.g., childcare, Family Status Accommodation policy, gender neutral bathrooms, gender ratio in NUFA). Additionally, the committee discussed issues and opportunities such as Bill 132 Compliancy, raising awareness on gender wage gap issues, and communications.

**2. Wednesday, November 2, 2016 (NUFA office, 9:30-10:30 a.m.)**

Committee members met to discuss Nipissing's Funding Priorities memo and accessible daycare for NUFA membership and the university more broadly (students and staff). Committee members decided that they would revisit the "Canadian Anglophone University Day Care Models: Potential Prototypes for Nipissing University" report (to NUFA, Winter 2014), write a brief rationale and conduct a survey to determine how many community members would be interested and/or would have a need for this service at Nipissing University. Committee members also discussed the two "Executive Summary of Gender Ratio in NUFA, 2012-2013 & 2013-2014" reports. In an effort to keep this data current, the committee decided to complete one report for 2015-2016 by the end of this academic year.

**2. February-March 2017 (ongoing online meetings/communications)**

Committee members met/communicated online, on an ongoing basis during this time, to create an online "Accessible Daycare survey". After the survey was reviewed and approved, by the NUFA Executive, it was sent out to the NUFA membership (on March 10, 2017) and to NUSU. The purpose of the survey was to determine how many community members would be interested and/or would have a need for this service at Nipissing University.

### **3. Wednesday, April 5, 2017 (NUFA office, 3:30-4:30p.m.)**

**Present:** Lanyan Chen, Nathan Kozuskanich and Kathy Mantas

**Regrets:** Melissa Corrente

Committee members met to discuss the results of the “Accessible Daycare Survey” (included here). As well, the committee discussed how they were going to approach the “Executive Summary of Gender Ratio in NUFA for 2015-2016” report (included here). Additionally, the committee briefly discussed the “Family Status Accommodation Policy” (they decided that they would revisit this next year) and a potential collaboration with the Equity Centre (it was decided that this joint meeting would take place in the fall 2017). Finally, the members discussed GEDs membership for 2017-2018. The committee would like to thank Nathan Kozuskanich for his technological support with the online survey and for preparing the summary report of the Accessible Daycare Survey.

### **4. April 2017 (ongoing online meetings/communications)**

Committee members communicated online to put together the tables for the Executive Summary of Gender Ratio in NUFA 2015-2016 report. The committee would like to thank Lanyan Chen for preparing the summary report.

#### **Additional Meetings by membership:**

##### **Friday, March 17, 2017**

Lanyan Chan and Kathy Mantas (co-chairs), attended the OCUFA Status of Women and Equity Committee meeting in Toronto (9:30a.m.-4:00p.m.).

Shortly after the OCUFA Status of Women and Equity Committee meeting in Toronto, the co-chairs of GED were approached by Gyllie Phillips (current OCUFA Vice-President) to find out if the Gender Equity and Diversity Committee was interested in collaborating with the Equity Centre (at Nipissing University). It was decided that this initial joint meeting would take place in the fall 2017 and that Gyllie Phillips would participate in this gathering/meeting. The committee would like to thank Gyllie Phillips for initiating this new collaboration.

**Upcoming:** The committee will be attending the upcoming NUFA Annual General Membership Meeting on Wednesday, May 3, 2017 at 1:00 p.m. to address any questions/concerns that arise regarding this year’s activities.

#### **Membership for 2017 – 2018:**

All current members (Lanyan Chen, Melissa Corrente, Nathan Kozuskanich and Kathy Mantas) are interested in serving on this committee for 2017-2018.

**Events Planned:** None

**Costs Incurred:** None

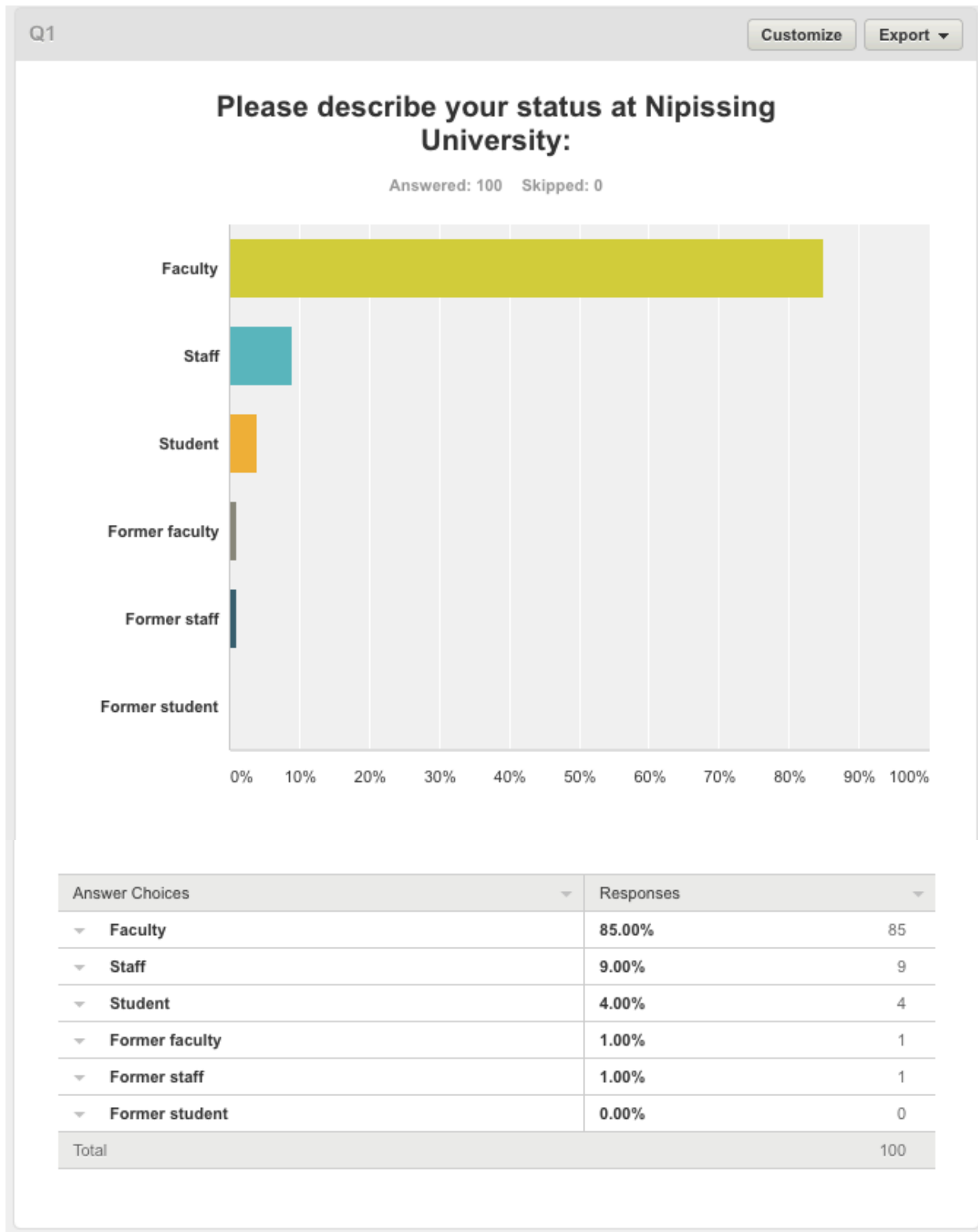
#### **Attachments included with the NUFA AGM Report:**

1. 2017 NUFA ACCESSIBLE DAYCARE SURVEY RESULTS
2. EXECUTIVE SUMMARY OF GENDER RATIO IN NUFA (2015-16)

**Report Prepared by:** Kathy Mantas (Co-Chair)

**Date:** Wednesday, April 19, 2017

## 2017 NUFA ACCESSIBLE DAYCARE SURVEY RESULTS



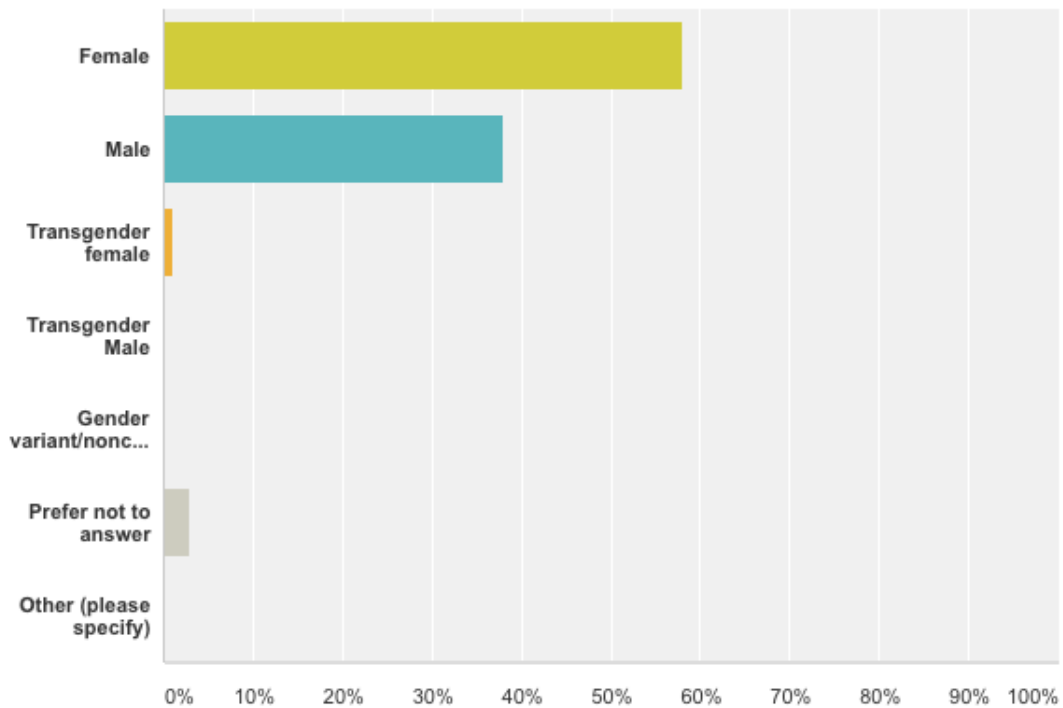
Q2

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## To which gender do you most identify?

Answered: 100 Skipped: 0



Answer Choices ▾	Responses ▾	
▼ Female	58.00%	58
▼ Male	38.00%	38
▼ Transgender female	1.00%	1
▼ Transgender Male	0.00%	0
▼ Gender variant/nonconforming	0.00%	0
▼ Prefer not to answer	3.00%	3
▼ Other (please specify)	0.00%	0
Responses		
Total		100

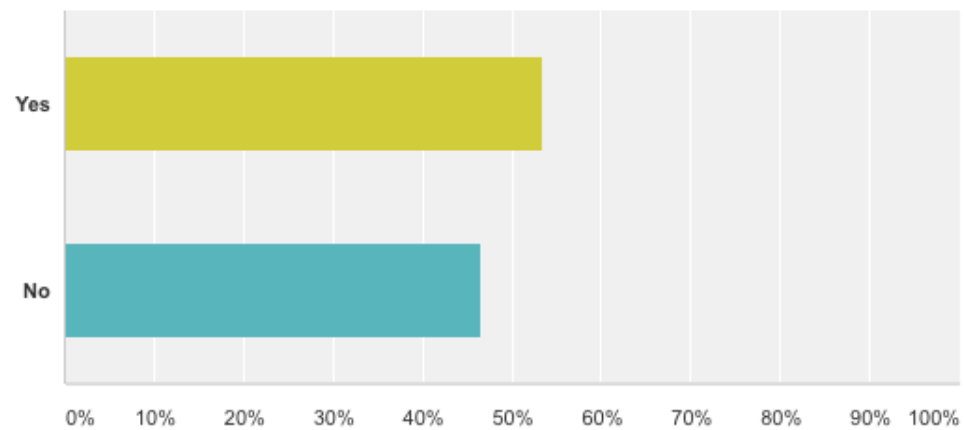
Q3

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## In the past ten years, have you accessed child care?

Answered: 99 Skipped: 1



Answer Choices ▾	Responses ▾	
▾ Yes	53.54%	53
▾ No	46.46%	46
Total		99

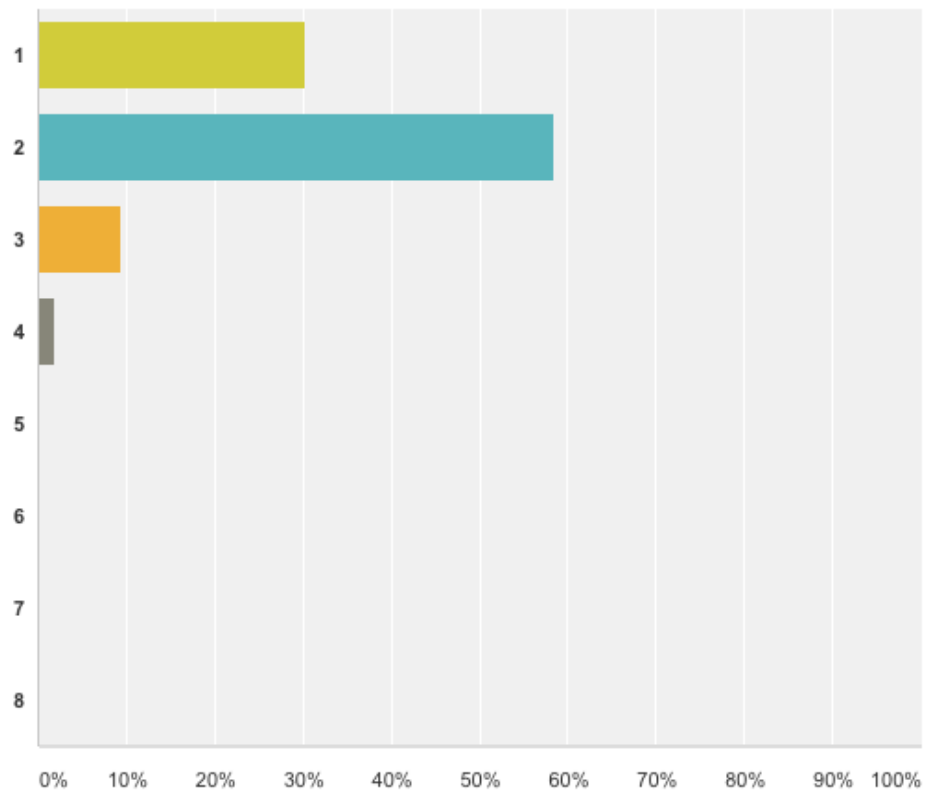
Q4

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## If you answered yes to question 3, for how many children?

Answered: 53 Skipped: 47



Answer Choices ▾	Responses ▾
▼ 1	30.19% 16
▼ 2	58.49% 31
▼ 3	9.43% 5
▼ 4	1.89% 1
▼ 5	0.00% 0
▼ 6	0.00% 0
▼ 7	0.00% 0
▼ 8	0.00% 0
Total	53

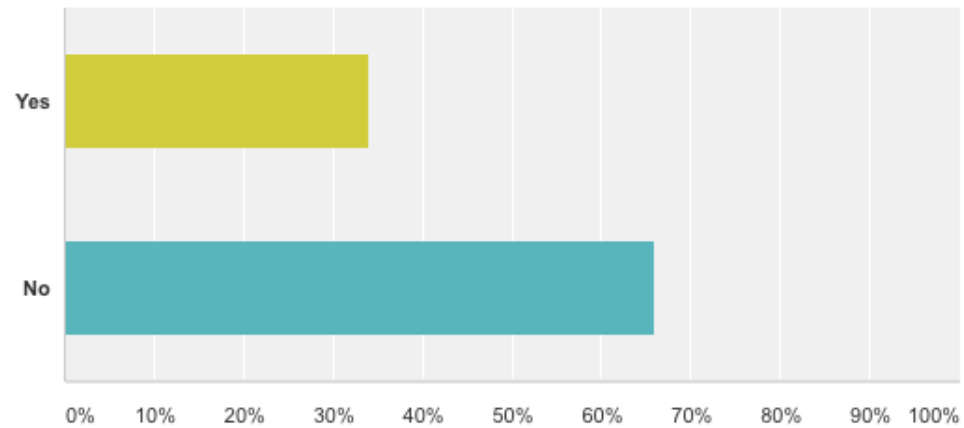
Q5

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## Do you currently access child care?

Answered: 97 Skipped: 3



Answer Choices	Responses	
▼ Yes	34.02%	33
▼ No	65.98%	64
Total		97

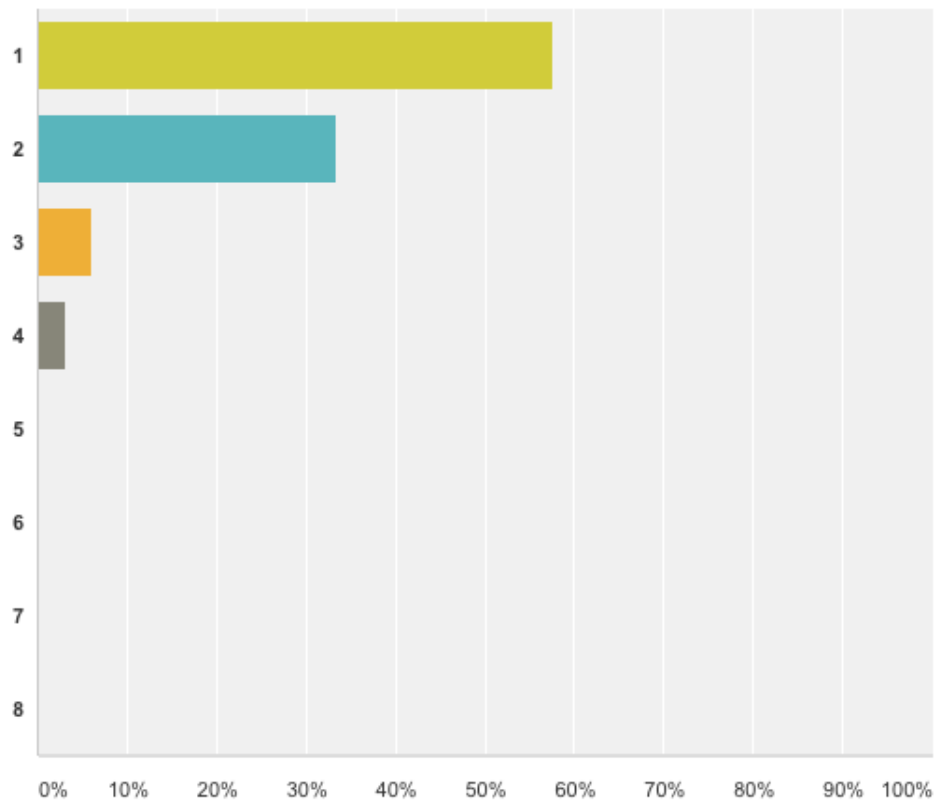
Q6

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## If you answered yes to Question 5, for how many children?

Answered: 33 Skipped: 67



Answer Choices ▾	Responses ▾
▼ 1	57.58% 19
▼ 2	33.33% 11
▼ 3	6.06% 2
▼ 4	3.03% 1
▼ 5	0.00% 0
▼ 6	0.00% 0
▼ 7	0.00% 0
▼ 8	0.00% 0
Total	33

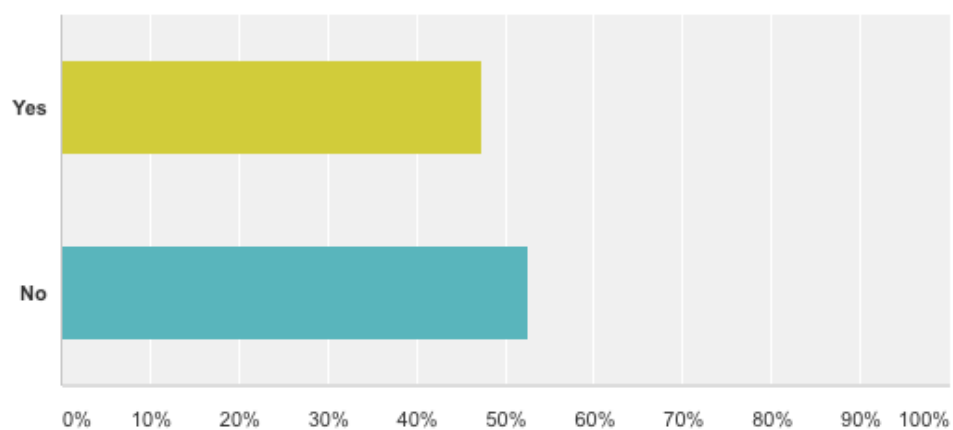
Q7

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## Do you anticipate needing child care in the next ten years?

Answered: 97 Skipped: 3



Answer Choices ▾	Responses ▾
▼ Yes	47.42% 46
▼ No	52.58% 51
Total	97

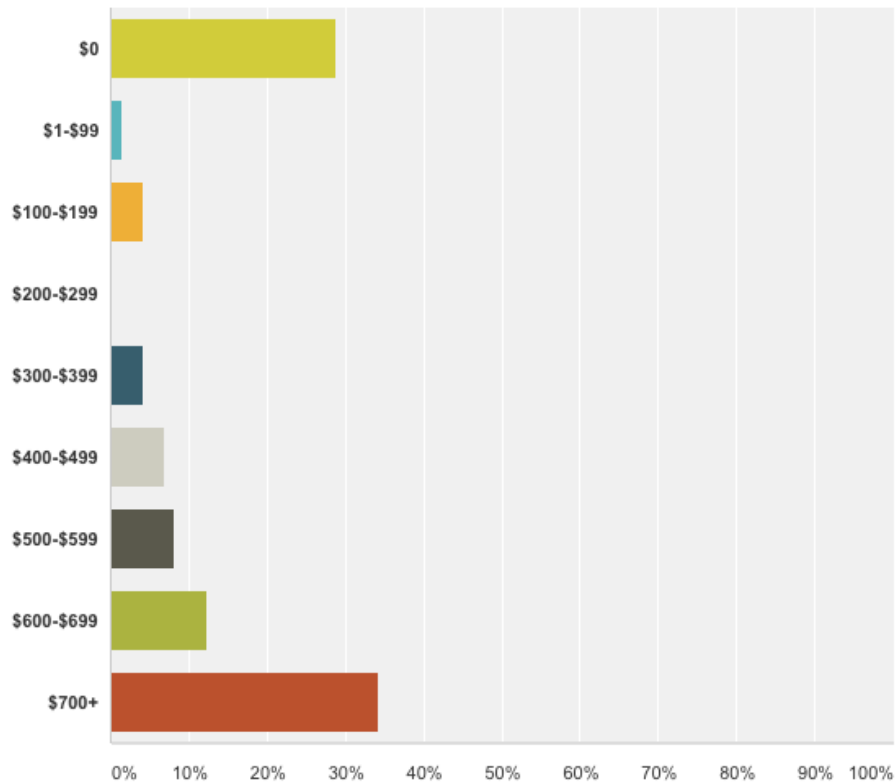
Q8

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## On average, how much do/did you spend on child care per month?

Answered: 73 Skipped: 27



Answer Choices ▾	Responses ▾
▼ \$0	28.77% 21
▼ \$1-\$99	1.37% 1
▼ \$100-\$199	4.11% 3
▼ \$200-\$299	0.00% 0
▼ \$300-\$399	4.11% 3
▼ \$400-\$499	6.85% 5
▼ \$500-\$599	8.22% 6
▼ \$600-\$699	12.33% 9
▼ \$700+	34.25% 25
Total	73

## COMMENTS:

1. My children are now in school, however, when they were small a child care facility on campus would have made a significant improvement in my ability to balance life/work responsibilities, and to allow me and my family to participate more fully in the campus community.
2. I will only require access to childcare for one more year. However, I found it very challenging to find quality childcare in North Bay when I needed it. Years ago, when I was offered an LTA2 position, I nearly turned down the offer because I was simply unable to find childcare. I was literally one day away from the acceptance deadline when I found out that a friend was moving to N.B. and was available to assist with childcare. Had that not happened, I wouldn't be working at Nipissing now. Although I will not require childcare in the coming years, I understand the importance of this issue and fully support any efforts to provide quality childcare on campus.
3. Though I don't use or need access to daycare, I believe this is very important for students, faculty, and society as a whole. We need quality safe, educational spaces for our future citizens.
4. I am not sure you would find my expenditures on childcare useful as it has been 20 years since I had a child in day care. I can't remember anyway! :) But, childcare is an important issue and I am pleased that you are addressing it.
5. The amount I have spent on daycare over the years has varied. I have spent anywhere from \$1000.00 to \$300 in a month over the last 8 years. To make our university a more equitable place for all, it is essential that the issue of accessible daycare be addressed (now lacking).
6. At least a couple of students in every course I have taught at NU could have benefitted from daycare on campus.
7. Childcare at work allows parents to spend more time with their children (i.e., at lunch hours) and less time commuting.
8. We have one child in daycare with another on the way. It would be great to have a daycare on campus as there are many opportunities for ECE and incorporation of our UG and Grad programs to contribute to literacy, STEM education, physical education literacy, etc. in the preschool setting.
9. The cost options may not adequately capture the upper limit of what individuals spend for daycare - we pay \$700+ per child each month for full-time daycare (standard rates at a licensed facility).

## MEMO – Executive Summary of Gender Ratio in NUFA (2015-16)

**To:** NUFA Executive

**From:** The Gender Equity & Diversity Committee (Kathy Mantas, Lanyan Chen, Nathan Kozuskanich, Melissa Corrente)

To update the sex ratios of its membership and their place within the tenure and promotion structure of the institution, this information was obtained from the resource base of NUFA.

### ANALYSIS OF FASBU DATA

In examining the three tables below, certain features of the membership of FASBU become apparent, along with slight shifts over the past year.

**Table 1: FASBU Male-Female Ratios by Rank**

#### 2012-2013

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	17	9.2%	16	94.1%	8.7%	1	5.9%	0.5%
Associate	66	35.7%	40	60.6%	21.6%	26	39.4%	14.1%
Assistant	21	11.3%	12	57.1%	6.5%	9	42.9%	4.9%
Assistant(t-t)	47	25.4%	20	42.6%	10.8%	27	57.4%	14.6%
Assistant(ltd)	34	18.4%	21	61.8%	11.4%	13	38.2%	7.0%
<b>TOTAL</b>	<b>185</b>	<b>100</b>	<b>109</b>		<b>59.0%</b>	<b>76</b>		<b>41.0%</b>

#### 2013-2014

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	20	10.5%	17	85.0%	8.9%	3	15.0%	1.6%
Associate	78	40.8%	43	55.1%	22.5%	35	44.9%	18.3%
Assistant	23	12.0%	13	56.5%	6.8%	10	43.5%	5.2%
Assistant(t-t)	37	19.4%	17	46.0%	8.9%	20	54.1%	10.5%
Assistant(ltd)	33	17.3%	17	51.5%	8.9%	16	48.5%	8.4%
<b>TOTAL</b>	<b>191</b>		<b>107</b>		<b>56.0%</b>	<b>84</b>		<b>44.0%</b>

#### 2015-2016

	#'s	%	Male			Female		
			#	% (group)	% (all)	#	% (group)	% (all)
Full	<b>30</b>	15.71%	<b>21</b>	70%	10.99%	<b>9</b>	30%	4.71%
Associate	<b>84</b>	43.98%	<b>47</b>	55.95%	24.61%	<b>37</b>	44.05%	19.37%

Assistant	<b>34</b>	17.80%	<b>14</b>	41.18%	7.33%	<b>20</b>	58.82%	10.47%
Assistant (t-t)	<b>27</b>	14.14%	<b>10</b>	37.04%	5.24%	<b>17</b>	62.96%	8.90%
Assistant (ltd)	<b>8</b>	4.19%	<b>6</b>	75%	3.14%	<b>2</b>	25%	1.05%
Lecturer (10-mo)	<b>8</b>	4.19%	<b>7</b>	87.50%	3.66%	<b>1</b>	12.50%	.52%
Total	<b>191</b>		<b>105</b>		54.97%	<b>86</b>		45.03

- In terms of security within the university, 78.09% of male members are tenured (as compared to 68.2% in 2014), while 76.74% of female members are in the same position (a rise from 57.1% in 2014).
- There is a fairly unequal balance of limited term contracts held by males and females.
- There is a drop in males holding tenure track positions from 17 in 2014 to 10 in 2016 while the drop in females is 3.
- Tenured Assistant Professor positions have risen in numbers more for females than males (namely, 1 for male and 10 for females), and in male female ratios (41.18%-58.82%) up from 2014 (56.4%-43.5%)
- There has been a rise in Associate Professor positions from 43 in 2014 to 47 in 2016 for males, and for females from 35 to 37. The imbalance in sex ratios has remained constant between 55.1%-44.9% male-female of 2014, to 55.95%-44.05%.
- The position of full professor is still dominated by males (70%). However, there is a 66% (6 people) gain in the number of female positions at this level.

## The Faculty of Arts and Science

In examining Table 2, certain features and shifts of the Arts and Science staff (representing 45% of the membership of NUFA, a drop by 12 persons at 13.95%) become apparent.

- In dealing with the general numbers without taking rank under consideration, 67.44% are male and 32.56% are female (a slight shift from 66.3% -33.7% in 2014).
- In terms of security within the university, 82.55% are tenured: 82.75% male members are tenured (as compared to 67.5% in 2014), while 82% of female members are in the same position (a significant rise from 72.7% in 2014).
- A majority of staff in limited term contracts are male (87%) while there is an overall drop in numbers.
- There was a significant drop in tenure-track positions in 2016 from 12 in 2014 to 7. It may be assumed that the loss in this area was due to the granting of tenure.
- Associate Professors continue to grow in numbers to 46 from 45 in 2014, with a shift in the male-female ratios (from 62.2%-37.8% in 2014 to 65% -35%).
- The position of professor is overwhelming held by males (76.9%) although there is a decline from last year (80%).

**Table 2: Faculty of Arts and Science Male-Female Ratios by Rank**  
**2012-13**

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	9	9.7%	8	88.9%	8.6%	1	11.1%	1.1%
<b>Associate</b>	39	41.9%	27	69.2%	29%	12	30.8%	12.9%
<b>Assistant</b>	8	8.6%	6	75%	6.5%	2	25%	2.2%
<b>Assistant(t-t)</b>	22	23.7%	12	54.5%	12.9%	10	45.5%	10.8%
<b>Assistant(ltd)</b>	15	16.1%	11	73.3%	11.8%	4	26.7%	4.3%
<b>TOTAL</b>	<b>93</b>		<b>64</b>		<b>69%</b>	<b>29</b>		<b>31%</b>

### 2013-14

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	10	10.2%	8	80%	8.2%	2	20%	2%
<b>Associate</b>	45	45.9%	28	62.2%	28.6%	17	37.8%	17.3%
<b>Assistant</b>	13	13.3%	8	61.5%	8.2%	5	38.5%	5.1%
<b>Assistant(t-t)</b>	12	12.2%	9	75%	9.2%	3	25%	3.1%
<b>Assistant(ltd)</b>	18	18.4%	12	66.7%	12.3%	6	33.3%	6.1%
<b>TOTAL</b>	<b>98</b>		<b>65</b>		<b>66.3%</b>	<b>33</b>		<b>33.7%</b>

## 2015-2016

	#'s	%	Male			Female		
			#	% (group)	% (all AS)	#	% (group)	% (all AS)
Full	13	15.12%	10	77%	11.63%	3	23%	3.49%
Associate	46	53.49%	30	65%	34.88%	16	35%	18.60%
Assistant (T)	12	13.95%	8	67%	9.30%	4	33%	4.65%
Assistant (TT)	7	8.14%	3	43%	3.49%	4	57%	4.65%
Assistant (LTA1)	3	3.49%	3	100%	3.49%	0	0.0%	0.0%
Assistant (LTA2)	5	5.81%	4	80%	4.65%	1	20%	1.16%
Total	86	100%	58		67.44%	28		32.56%

## The Schulich School of Education

Going against the trend of rising numbers, the Faculty of Education lost 12 staff members in 2016 (over 22% of the staff), and now represents 28% of the NUFA membership (down from 32.5%).

Some features and trends include:

- In dealing with the general numbers without taking rank under consideration, there is a clear gender balance within the faculty – not a significant change from 51.6% male and 48.4% female in 2014.
- In terms of security within the university, 81% of male members are tenured (a rise from 68.8% in 2014), while 88.88% of female members are in the same position (a rise from 60% in 2014).
- There is a significant drop in limited term appointments from 8 in 2014 to 1.
- Tenure track appointments have also dropped from 14 in 2014 down to 7, with a reverse male-female ratio of 57%-42.86% from 43%-57% in 2014.
- There is a drop in number of Assistant Professors from 6 in 2014 to 4 (probably due to promotion) and the male-female ratios 50-50%.
- There are 4 more Associate Professors than 2014 but the male-female ratios (41.38%-58.62%) have become slightly less balanced than 2014 (48%-52%).
- With the promotion of 4 females to the position of full professor, there is a 30.76% increase from 2014.

**Table 3: Schulich School of Education Male-Female Ratios by Rank**

## 2012-2013

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	7	10.6%	7	100%	10.6%	0	0	0
Associate	20	30.3%	9	45%	13.6%	11	55%	16.7%
Assistant	11	16.7%	5	45.5%	7.6%	6	54.5%	9.1%
Assistant(t-t)	15	22.7%	6	40%	9.1%	9	60%	13.6%
Assistant(ltd)	13	19.7%	7	53.8%	10.6%	6	46.2%	9.1%
TOTAL	66		34		51.5%	32		48.5%

## 2013-2014

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	9	14.5%	8	88.9%	12.9%	1	11.1%	1.6%
Associate	25	40.3%	12	48%	19.4%	13	52%	21%
Assistant	6	9.7%	2	33.3%	3.2%	4	66.7%	6.5%
Assistant(t-t)	14	22.6%	6	42.9%	9.7%	8	57.1%	12.9%
Assistant(ltd)	8	12.9%	4	50%	6.5%	4	50%	6.5%
<b>TOTAL</b>	<b>62</b>		<b>32</b>		<b>51.6%</b>	<b>30</b>		<b>48.4%</b>

## 2015-1016

	#'s	%	Male			Female		
			#	% (group)	% (all SSoE)	#	% (group)	% (all SSoE)
Full	13	24.07%	8	61.54%	14.81%	5	38.46%	9.26%
Associate	29	53.70%	12	41.38%	22.22%	17	58.62%	31.48%
Assistant (T)	4	7.41%	2	50%	3.70%	2	50%	3.70%
Assistant (TT)	7	12.97%	4	57.14%	7.41%	3	42.86%	5.56%
Assistant (LTA1)	0	0%	0	0%	0%	0	0%	0.0%
Assistant (LTA2)	1	1.85%	1	100%	1.85%	0	0%	0%
Total	54	100%	27		49.99%	27		50%
					<b>Rounded off=50%</b>			

## The Faculty of Applied and Professional Studies

In examining Table 4, certain features of the APS staff representing (26.7% of the membership of NUFA or a 39.2% rise) become apparent.

- In dealing with the general numbers without taking rank under consideration, there appears to be a trend in gender imbalance incongruous with the rest of NUFA membership – 39.2% are male (32.3% in 2014) and 60.78% are female (67.7% in 2014).
- In terms of security within the university, 12 male members (or 60%) are tenured, a rise from 54.5% the previous year, while 19 female members 61.3% of female members are in the same position (a significant rise from 28.6% in 2014).
- 5 Limited Term contracts are held by male professors (71.4%), a 57.1% rise from 2014, while 2 by females.
- 76.92% of tenure track positions are held by females (a 1% increase from 2014)
- There is an increase in Assistant Professors from 3 in 2014 to 18, with 77.78% female and 22.22% male, while over 66% of Assistant Professor positions were held by men in 2014.
- The sex ratio of Associate Professors has changed from 62.5%-37.5 female-male in 2014 to 55.56%-44.44% male-female in 2016.
- With the appointment of 1 female to Full Professor, 75% are now male

**Table 4: Applied and Professional Studies Male-Female Ratios by Rank  
2012-13**

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	1	3.35%	1	100%	3.9%	0	0	0
Associate	7	26.92%	4	57.14%	15.4%	3	42.86%	11.5%
Assistant	2	7.69%	1	50%	3.9%	1	50%	3.9%
Assistant(t-t)	10	38.46%	2	20%	7.7%	8	80%	30.8%
Assistant(ltd)	6	23.1%	3	50%	11.5%	3	50%	11.5%
TOTAL	26		11		42.3%	15		57.7%

**2013-14**

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	1	3.2%	1	100%	3.2%	0	0	0
Associate	8	25.8%	3	37.5%	9.7%	5	62.5%	16.1%
Assistant	3	9.7%	2	66.7%	6.5%	1	33.3%	3.2%
Assistant(t-t)	12	38.7%	3	25%	9.7%	10	75%	32.3%
Assistant(ltd)	7	22.6%	1	14.3%	3.2%	6	85.7%	19.4%
TOTAL	31		10		32.3%	21		67.7%

**2015-2016**

	#'s	%	Male			Female		
			#	% (group)	% (all APS)	#	% (group)	% (all APS)
Full	4	7.84%	3	75%	5.88%	1	25%	1.96%
Associate	9	16.65%	5	55.56%	9.80%	4	44.44%	7.84%
Assistant	18	35.29%	4	22.22%	7.84%	14	77.78%	27.45%
Assistant (t-t)	13	25.49%	3	23.08%	5.88%	10	76.92%	19.61%
Assistant (ltd)	5	9.80%	3	60.00%	5.88%	2	40.00%	3.92%
Lecturer (10-mo)	2	3.92%	2	100%	3.92%	0	0.0%	0.0%
Total	51	100%	20		39.22%	31		60.78%

**Conclusions From General Data**

While these seem to be slowly rectifying a general gender imbalance in terms of promotion practices in the past as more people are promoted, there is a rising imbalance in limited term hirings. This can be seen in comparing just the 2013-14 and 2015-2016 school years:

- Male-Female ratios for Limited Term Contracts shifted from 51.5%-48.5% (2013-14) to 81.25%-18.75% in 2016.
- Male-Female ratios for Tenure-Track Positions shifted from 46.0%-54.1% (2013-14) to 37%-62.96% in 2016.
- Male-Female ratios for tenured Assistant Positions shifted from 56.5%-43.5% (2013-14) to 41.18%-58.82% in 2016.
- Male-Female ratios for Associate Positions shifted slightly from 55.1%-44.9% (2013-14) to 55.95%-44.05% in 2016.

The one area where a great imbalance still remains is that the Full Professors are dominated by men (70% down from 85% in 2014). On a side note, it would appear that the overall number remained the same and that there was an increase in numbers at all ranks of the tenured positions. At the untenured level, there was a loss of 17 positions.