

## **Provost's Report to Western's Caucus on Women's Issues – March 20, 2008**

A number of activities and initiatives are underway within our university community in support of 'Climate Change', in addition to those reported at the last meeting (October 2007). These efforts include:

- The Employment Equity Committee (a joint committee of the University and UWOFA) has been meeting regularly. One of its achievements has been to develop and publish a new edition of the Employment Equity Guide – a copy has been sent to all full-time faculty.
- The Employment Equity Committee has reviewed data on the Annual Performance Evaluation of faculty. No evidence was found for gender differences in PAI scores.
- The University has issued a Request for Proposals for an Employment Systems Review to examine Western's processes for recruitment and career advancement. The review will seek to identify whether there are systemic barriers inherent in our appointment, evaluation, and promotion processes.
- In January 2008, the Leaders/Managers forum was devoted to an examination of how to identify and handle workplace behaviours that are unacceptable – from basic harassment to physical violence. All Managers and Directors of support units, and all Chairs, Directors and Deans of academic units were invited to this event. The event made use of actors, and was very well received.
- Since the January forum, our Campus Police, led by Elgin Austen, have made several presentations, and attended a number of meetings and discussions with a variety of groups on campus, at their invitation. This has included union executives of different employee groups, and members of departments in support units and representatives of departments within Faculties. Those attending these gatherings have expressed strong support for Western's Safe Campus Community initiative. More opportunities for such meetings are being sought, one of which is described immediately below.
- The June 2008 annual off-site meeting of Chairs and Directors of academic units has been lengthened to three days, and Associate Deans have been invited. A full day will be devoted to discussion of workplace culture and climate. HR Learning and Development is working with Faculty Relations to design a learning session on harassment and violence in the workplace, which likely will include some of the scenarios and actor-led presentations presented at the January 2008 Leaders/Managers forum.
- Following from Western's recent gender-based salary anomaly review, the University of British Columbia has also undertaken a study of gender-based salary differences and gender-based differences in time-to-tenure and time-to-

promotion. As part of growing inter-university cooperation, this study will be extended to interested G-13 universities, of which Western will be one.

- The Vice-Provost (Academic Planning, Policy and Faculty) provides a report to SCUP and Senate twice annually – describing progress in increasing diversity in the professoriate and monitoring attrition of faculty by gender. The Vice-Provost is currently preparing an update of the 2000 report on faculty appointments, promotion and tenure, disaggregated by gender.
- Equity and Human Rights Services will be meeting for a second time this month with the Affiliated University Colleges – all have agreed to review the policy structure for responding to complaints across the institution – and more generally to work more seamlessly across the Western system in these matters.
- A website is under development – for launch in Summer 2008 – that will bring together into one easily identifiable and accessible place, contact information and a description of all resources available to the Western community in support of a safe campus.
- Human Resources, Equity and Human Rights Services, and the Campus Community Police are working with UWOSA and PMA to provide professional development sessions on the safe campus initiative – a Spring 2008 implementation is planned.
- HR Learning and Development and Equity and Human Rights Services are launching new learning sessions for administrative leaders – Respect in Action: Leaders’ Role in Stopping Harassment. A Spring 2008 implementation is planned.
- In response to student suggestions, the USC and the Orientation Programming Committee were asked to consider some ways that Orientation Week programming might better foster an inclusive environment for a diverse student population, and help to cultivate an inclusive environment that celebrates diversity, multi-culturalism and the arts. Several programming concepts have been presented in response to this request, and funding to support these initiatives will be recommended in the April 2008 University budget. Some of the programming concepts described in the student proposal include:
  - “BGIRLZ on the Talbot Bowl Stage – this show is held on campus each year as part of PrideWeek. The plan is to incorporate this production into Orientation Week. This GLBTT2Q friendly program (Gay, Lesbian, Transgender, Two-Spirited, Questioning, Queer) has a demonstrated track record of being enjoyed and helpful to students, and of course, attendance will be open to all members of the university community.”

- “Art in the Talbot Bowl Stage. The plan is to offer local artists/galleries the opportunity to set up artistic displays throughout the upper section of the Bowl during the Shinerama BBQ or during the Carnival – with some artists on sight to do quick portrait sketches and painting of a model.”
- “A Cultural Comedy showcase, which will focus on Canadian cultures (Ontario versus the West, Quebec versus Canada and more specifically, the Indo Canadian, African Canadian, native Canadian, Asian Canadian, and gay Canadian experience. Comedians exist who specialize in all of these areas. The idea is to expose international students to the Canadian culture, and to allow for discussions around cultural diversity where humour is used to alleviate tension around sensitive issues and to help open minds to new ways of thinking about diversity.”

[Comment was offered at the Caucus meeting that the humour employed would need to be tasteful – the student groups involved in the planning will be alerted to this concern and asked to address it.]

This, then, is a brief summary of some of the further steps currently underway. We also look forward to seeing the new video when it becomes available – and to using it as a further resource in educational sessions. There remains, of course, considerable work to be done, for example, broad-based efforts in the creation of inclusive curriculum. With your help and your suggestions of areas needing immediate and/or more longer term attention, we shall continue to move towards that time when our ideals and our reality at Western become one.

I am happy to answer any questions, and am pleased to recognize Alan Weedon and Gitta Kulczycki, who are also here today, and willing and able to answer questions about initiatives that rest more immediately in their areas of responsibility.

*Compiled by Fred Longstaffe, Alan Weedon, Gitta Kulczycki and Dalin Jameson  
Presented by Fred Longstaffe, March 20, 2008.*