

Policy Statement on the Human Right to Equitable Compensation Pay Equity¹

The Canadian Association of University Teachers is committed to equity in ~~pay~~² **compensation** for all members of the academy. Pay equity and human rights legislation compliance is inadequate to ensure the elimination of continuing discriminatory ~~pay~~ **compensation** differentials among academic staff. Equity in ~~pay~~ **compensation** is critical to the realization of overall equity in employment. ~~Pay~~ **Compensation** inequities ~~has~~ have adverse impacts on individuals from ~~disadvantaged~~ **Indigenous and equity-seeking** groups ~~including but not limited to women, persons with a disability, Aboriginal peoples, visible/racialized minorities, lesbian, gay, bisexual, transgender, queer, and two-spirited persons, and religious minorities.~~ ~~Pay~~ **Inequity in compensation** is discrimination.

All discriminatory ~~pay~~ **compensation** differentials must be eliminated.

~~Pay~~ **Discrimination in compensation** can only be remedied by the periodic implementation of comprehensive ~~pay~~ **equity** studies within each post-secondary institution, using non-discriminatory measures in order to identify the internal inequities and equalize compensation. Academic staff participation in an **equal compensation** ~~pay~~ **equity** study is required in order to enhance understanding and acceptance of the process, goals and outcomes.

Equitable compensation requires examination of practices and policies such ~~as~~ market differentials, **starting salaries** and merit increases. ~~These is to~~ **should** ~~be resisted~~ **addressed** as ~~being inherently~~ discriminatory, particularly against members of **Indigenous and equity-seeking** historically ~~disadvantaged~~ groups.

It is the responsibility of the employer to ensure complete and timely remediation of ~~pay~~ inequity **in compensation**.

**Approved by the CAUT Council, April 2016.
Revision approved by the Executive Committee, September 2017.**

Endnotes

1. Pay Equity in this policy statement is a broader term than that used in provincial *Pay Equity* legislation. The latter is restricted to pay equity for women only, and as well is aimed at the comparison of equal pay for work of equal *value*. This policy statement is more expansive in its purpose and goals, permitting the remediation of inequity in pay for other marginalized groups, and enabling the comparison of pay between employees within the same job class / occupational group. Under *Pay Equity* legislation faculty would ordinarily be treated as being in one job class or group and therefore no comparison of wages for male and female faculty within the group or class would be allowed.

2. The term "pay" in this policy statement includes all aspects of compensation including salary, benefits and pension.