

Policy Statement on **Advancing Women's Human Right to Equity**

The Canadian Association of University Teachers is committed ~~Action should be taken to achieve and securing~~ equity for women in Canadian ~~universities and colleges~~ **post-secondary institutions**, eliminating the current socio-economic and professional disparities between women and men.

~~The employer and the academic staff association should acknowledge and/or reaffirm that advancing women's human rights is required for universities and colleges to fulfill their mandate and to fully serve the public good.~~

~~The employer and the academic staff association should take active measures to ensure that women working in universities and colleges are not over-represented in contract positions, and that the numbers of women employed at all levels are in the same proportion as they are in the duly qualified population, with equitable opportunities for career advancement¹.~~ **Active measures should be taken to** ~~To~~ achieve the above, the employer must:

1

~~—eEE~~ Ensure that the rights of all women in the academic community are respected and promoted, particularly those of Aboriginal women, women with disabilities, ~~women of colour~~, lesbian, bisexual, transgendered, queer or 2-spirited women **and racialized women**, including academic staff, support staff, students, and visitors to campus;

2

~~eEE~~ Encourage equitable **equal** participation of women ~~and men students and academic staff~~ in all academic disciplines **through equitable hiring, tenure, regularization, and promotion practices**;

3

~~R~~ Rectify the current imbalance between men and women in senior administrative posts;

4

Address the over-representation of women in precarious positions; ~~Redress inequities identified by part-time and contract academic staff;~~

5

Encourage **and value** research, teaching **and mentorship**, ~~and research and~~ scholarly work, **and service to the institution and broader community** -by women and about issues of concern to women;

6

~~Recognize and fairly reward the community service of academic staff who work as public intellectuals and human rights activists both on-campus and in the community;~~

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~~Maintain~~ **Maintain an equity office, staffed by** qualified equity officer **personnel with the resources and authority to** and enforce clearly specified equity **policies and** programs;

87

~~Conduct~~ **Conduct** regular pay equity reviews and redress unfair anomalies;

98

~~Guarantee~~ **Guarantee pension equity.**

109

~~Recognize that women have disproportionate responsibility for family care,~~ **Recognize that women have disproportionate responsibility for family care,** ~~Develop~~ **and develop** family-friendly policies, including those affecting recruitment, hiring, retention, tenure, **regularization,** and promotion; ~~and leaves;~~ **and,**

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~~Ensure~~ **Ensure** access to affordable and convenient child care on or near campus; ~~and,~~

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~~Guarantee pension equity.~~

~~Academic staff associations must negotiate appropriate amendments to their collective agreements or terms and conditions of employment to ensure equal pay for work of equal value, maternity leave, parental leave, compassionate care leave, equitable pensions, reasonable accommodation for people with disabilities, freedom from harassment, childcare access, equitable policies on contract academic staff and on part-time and limited-term appointments, and non-discrimination in employment practices, hiring, promotion, and working conditions.~~

**Approved by Council, November 2006.
Revised by the CAUT Equity Committee; March 2018;
Revision approved by the CAUT Executive Committee; April 2018.**

Endnote

¹ Ontario Federation of Labour (OFL) People's Charter; Federal Contractors' Program