

Proposal for Employment Equity Policy

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The following is a brief summary of the information taken from the above source.

The case for the pursuit of greater gender equality at UPEI rests on at least 4 compelling arguments:

1. mission fulfilment
2. equitable treatment for women
3. the federal contractors program
4. the current imbalance in gender distribution of faculty positions at UPEI.

Mission fulfilment; The university had recently renewed its commitment to a series of goals, the following are particularly relevant to the equity issue.

1. To promote excellent instruction,, recognizing the crucial role of the instructor in developing a respect and enthusiasm for knowledge.
2. To provide an environment conducive to the personal development of each member of the university, students, staff, and faculty, and to encourage all members to accept a shared responsibility for that environment.
3. To recognize the importance of moral discernment in the use of knowledge, and to provide an environment where in personal integrity and responsibility may grow.
4. To provide the human, physical, and financial resources that best assist the university in the achievement of its mission.

If can be argued that pursuit of an employment equity program is not only consistent with but enhances the attainment of all of the university's goals.

When women students, who are now in the majority find that in many departments they have neither female role models nor advisors who can counsel; them on their studies or on the realities of careers for women, no female perspectives to amplify course experience, and no female instructors with whom to socialize it becomes apparent that we may be failing them in an important respect. Nor do we serve male students well by not offering them part of the diver-

sity of knowledge and experience that comes with an appropriate mix of gender influences.

Systemic discrimination in academic institutions has a lasting affect on hiring simply put, while those given responsibility for selection openly acknowledge their reliance on apparently objective factors that seem both to offer close correlation with academic excellence, such as marks, degrees, numbers of papers published or courses taught, and to offset possible subjective considerations. There is no similar recognition that selectors look for characteristics on successful candidates that are typical of themselves and their colleagues. And since, the deciding group, is and will continue to be for some time, predominately male, female candidates are and will remain, at a disadvantage.

Employment equity is about removing such barriers whether they be deliberate or unintentional. It is not about discriminating against males though some of the advantages men have had may disappear. It is not about sacrificing quality, only qualified females are to be hired.

The Federal Contractory Program: Under this program, institutions employing more than 100 individuals and wanting to bid on contracts of at least \$200,000 in value, must commit themselves to employment equity. UPEI meets the first condition, and with the addition of the Faculty of Veterinary Medicine, we are involved in larger contracts with government agencies. Six universities in the Maritime have joined the program along with another 25 in the rest of Canada.

In 1990-91 the full time faculty at UPEI numbered 184 persons, composed of 154 men (83.7%) and 30 women (16.3%). In 1990-91 the numbers can be broken down into the following

	total	male	female
Arts	67	62	5
Science	38	32	6
Veterinary Medicine	60	45	15
Education	6	5	1
Business Admin	13	10	3

Arts: To achieve gender balance within 20 years, of 47 projected vacancies, 15-16 would have to be men, 31-32 women. In other words over the next 20 years it would be necessary to hire 2 women for every man.
Science: To achieve gender parity within 20 years, 17 women to 10 men would be needed to fill the projected 27 vacancies.