

IN THE MATTER OF NEGOTIATIONS FOR A RENEWAL COLLECTIVE AGREEMENT
BETWEEN:

YORK UNIVERSITY
(THE "UNIVERSITY" OR THE "EMPLOYER")
-AND-
YORK UNIVERSITY FACULTY ASSOCIATION
(THE "ASSOCIATION" OR "YUFA")

January 25, 2022 REVISED Employer Proposals

- A. These proposals are tabled without prejudice to the Employer's tabling of additional, new and/or amended proposals in the course of collective bargaining negotiations.
 - B. These proposals are made without prejudice to the Employer's interpretation of collective agreement language in any current or future grievances.
 - C. The Employer has endeavoured to black-line proposed changes from the language of the 2018-2021 collective agreement.
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Joint Subcommittee on Employment Equity and Inclusivity

New Employer Proposal to replace previous Employer Proposal E2

*Revise Article 7.08 Joint Subcommittee on Employment Equity and Inclusivity to update terminology for designated Federal Contractors Program (FCP) groups and for employees who self-identify as **2SLGBTQ+**, and to make more explicit the principal function of the Subcommittee to oversee University-wide EDI initiatives as agreed by the parties. Update 12.20 to include a revised description of FCP Groups.*

7.08

A subcommittee of the JCOAA on Employment Equity and Inclusivity will be established to discuss issues with respect to the requirements of the Federal Contractors Program (FCP) and the University's Policies and Programs relating to Employment Equity and Inclusivity. The Employment Equity groups recognized under the University's Policies and Programs on Employment Equity and Inclusivity are the four ~~Affirmative Action categories designated groups in the FCP, which consist~~ of women, ~~visible minorities (members of racialized groups), Aboriginal (Indigenous) persons, peoples and persons with disabilities, and, in addition to the Affirmative Action categories FCP groups, LGBTQ2~~ employees who self-identify as **2SLGBTQ+*** ~~sexuality diverse, i.e., asexual, bisexual, gay, lesbian, non-sexual, pansexual, queer, questioning and employees who self-identify as gender diverse, i.e., non-binary, trans, two-spirit~~. Recognition of these employment equity groups will be reflected in the University's self-identification survey.

***Note:** **2SLGBTQ+** encompasses individuals who self-identify as sexuality diverse (asexual, bisexual, gay, lesbian, non-sexual, pansexual, queer, questioning) and individuals who self-identify as gender diverse (non-binary, trans, two-spirit). This more detailed articulation is reflected in the University's self-identification survey.

12.20

In accordance with the parties' commitment to non-discrimination as contained in Article 3 of this Collective Agreement, the parties confirm a joint commitment that discrimination should not exist or arise for women, members of ~~visible minorities (racialized groups), Aboriginal (Indigenous) peoples,~~ persons with disabilities, ~~LGBTQ2 persons~~ employees who self-identify as **2SLGBTQ+**.

Tenure and Promotion Report

Include as paragraph xx in the Memorandum of Settlement for the renewal collective agreement- Report on Advancement and Tenure and Promotion Application Outcomes for the four-year period July 1, 2018 to June 30, 2022

During the 2022-23 academic year, the University will undertake a review of the outcomes for tenure and promotion applications for the four-year period July 1, 2018 to June 30, 2022 with the purpose of comparing application outcomes – i.e., recommendations to award, delay or deny tenure and/or promotion -- for employees who self-identify as a member of one or more designated Federal Contractor Program (FCP) groups with the application outcomes for employees who do not self-identify as a member of one or more designated FCP groups.

The University will make the report available to the Senate Tenure and Promotion Committee and to the Joint Subcommittee on Employment Equity and Inclusivity.

Revise Article 12.21 Affirmative Action to:

- (a) *extend intersectionality in the equity-based decision-making process of Article 12.21 where candidates are substantially equal*
- (b) *introduce 2SLGBTQ+ as tie-breaking categories after consideration of the designated equity groups in the Federal Contractor Program in such a way as not to interfere with the University's obligations under the Federal Contractor Program.*
- (c) *Update terminology to consistently replace the use of "visible minority" and Aboriginal with "racialized group" and "Indigenous" respectively*

Consistent with the principle expressed in Article 12.15 that the principal criterion for appointment to positions at York University is academic and professional excellence, and as an affirmative action program to promote equity in employment of members of the four designated groups in the Federal Contractor Program (FCP), which consist of women, visible minorities (racialized groups) (visible minorities), Aboriginal (Indigenous) (Aboriginal) peoples and persons with disabilities, the parties agree to the measures set out below (to be read in conjunction with Article 12.32).

While ~~sexuality diverse and gender diverse~~ are not designated under the FCP, the parties have defined ~~sexuality diverse and gender diverse~~ as 2SLGBTQ+ as an equity group under the collective agreement and wish to remove any employment barriers for employees who self-identify as 2SLGBTQ+~~sexuality diverse~~ or self-identify as ~~gender diverse~~. The implementation of ~~sexuality diverse and gender diverse~~ 2SLGBTQ+ as an equity group within the Collective Agreement will not interfere with the Employer's FCP obligations.

No candidate shall be recommended who does not meet the criteria for the appointment in question.

Candidates are substantially equal unless one candidate can be demonstrated to be superior.

Academic unit level thresholds for tenure-stream faculty and continuing-stream librarians and archivists:

- Women: 40%
- ~~Visible Minorities (members of racialized groups): 25%~~

To determine whether 40% of the tenure-stream faculty and librarian and archivist positions are filled by women and whether 25% of the tenure-stream faculty and librarian and archivist positions are filled by members of a ~~visible minority (racialized group)~~, jointly appointed faculty are counted in conformity with the fraction of their appointment in each unit. Seconded faculty are counted only in their home unit.

(a) *Affirmative Action Measures*

When no candidate can be demonstrated to be superior, the measures in (i-iii) apply. Provided that Affirmative Action thresholds for women (40%) and ~~visible minorities (members)~~ of racialized groups (25%) have been met in the relevant unit, then in assessing substantially equal candidates where none has self-identified solely as ~~Aboriginal (Indigenous)~~ or persons with disabilities, preferences may be given to a candidate who self-identifies as a member of two or more ~~FCP Affirmative Action categories~~ groups over candidates who are members of one or fewer ~~FCP Affirmative Action categories~~ groups.

Units With Less Than 40% Women and/or Less Than 25% Members of Racialized Groups

- (i) In units where fewer than 40% of the tenure-stream faculty and librarian and archivist positions are filled by women and fewer than 25% of the tenure-stream faculty and librarian and archivist positions are filled by members of a ~~visible minority (racialized group)~~, a candidate who self-identifies as a ~~visible minority~~ woman (a woman who is and as a member of a racialized group) shall be recommended for appointment. If no candidate who self-identifies as a visible minority (woman and as a member of a racialized) group woman is recommended for appointment, then a candidate from the more underrepresented group (a woman or member of a ~~visible minority (racialized group)~~) shall be recommended, with preference to candidates who have also self-identified as members of one or more other FCP groups. If no candidate who is a member of either group is recommended, then a member of another designated FCP group (a person with disabilities or an ~~Aboriginal (Indigenous)~~ person) shall be recommended. If no member of either group is recommended, then a candidate who self-identifies as 2SLGBTQ+ will be recommended. If no candidate who self-identifies as 2SLGBTQ+ is recommended, then a candidate who is ~~not~~ neither a member of an ~~designated Affirmative Action FCP group~~ nor 2SLGBTQ+ may be recommended.
- (ii) In units where one of the thresholds for tenure-stream faculty and continuing-stream librarians and archivists has not yet been met (40% or more women, 25% or more ~~visible minorities (members of racialized groups)~~, a candidate who is a member of the group whose threshold has not yet been met shall be recommended for appointment, with preference to candidates who have self-identified as a member of two or more FCP groups. If no candidate who is a member of the group that is below

the threshold is recommended for appointment, then a member of another ~~designated Affirmative Action FCP~~ group (a person with disabilities or an ~~Aboriginal (Indigenous)~~ person) shall be recommended. If no member of these groups is recommended for appointment, then a candidate who self-identifies as 2SLGBTQ+ will be recommended. If no candidate who self-identifies as 2SLGBTQ+ is recommended, then a candidate who is ~~not~~ neither a member of an ~~designated Affirmative Action FCP~~ group nor 2SLGBTQ+ may be recommended.

- (iii) In units where 40% or more of the tenure-stream faculty and librarian and archivist positions are filled by women and 25% or more of the tenure-stream faculty and librarian and archivist positions are filled by ~~members of a visible minority (members of racialized groups)~~ a member of another ~~designated Affirmative Action FCP~~ group (a person with disabilities or an ~~Aboriginal (Indigenous)~~ person) shall be recommended. If no member of these groups is recommended for appointment, then a candidate who self-identifies as 2SLGBTQ+ will be recommended. If no candidate who is 2SLGBTQ+ is recommended, then a candidate who is not neither a member of an designated Affirmative Action FCP group nor 2SLGBTQ+ may be recommended.
- (b) Units with 40% or more women and 25% or more ~~visible minorities (members of racialized groups)~~ shall review their affirmative action plans with a view to proactively increasing the representation of faculty/librarians and archivists who are ~~Aboriginal (Indigenous)~~ people and persons with disabilities using the diversity of the populations of the Canadian workforce as a guideline (from the most recent census).
- (c) In units where fewer than 15% of the tenure-stream faculty and librarians and archivists are women, such units shall revise their affirmative action plan with a view to proactively increasing the representation of women faculty and librarians and archivists.
- (d) In units where fewer than 9% of the tenure-stream faculty and librarians and archivists are members of a ~~visible minority (racialized group)~~, such units shall revise their affirmative action plan with a view to proactively increasing the representation of faculty and librarians and archivists who are members of a ~~visible minority (racialized group)~~.

Affirmative Action

Revise Article 12.23 as follows (formerly E23 from Employer Package)

12.23 Affirmative Action Planning and Reporting

Academic unit(s) wishing to make a full-time appointment(s) shall be required to prepare an Affirmative Action Plan (the "Plan") plan showing its willingness and ability to conform to procedures guaranteeing affirmative action for the four FCP groups - women, members of visible minorities (racialized groups), Aboriginal (Indigenous) peoples and persons with disabilities - and to demonstrate that it has followed these procedures that Plan in its search and selection process. Inclusion of 2SLGBTQ+ in the Plan will not interfere with the Employer's FCP obligations per Article 12.21 above. Once prepared, unit plans shall be updated as required to reflect current Affirmative Action data. Further, units are expected to review their Plans prior to making appointment requests in subsequent years. Units shall send self-

identification forms with the letter acknowledging a candidate's application and inviting them to self-identify (the self-identification form is available at www.yorku.ca/acadjobs). The Plan will include a provision that the hiring committee shall review self-identification information for all candidates from the outset of the process.

- ~~(a) Academic unit(s) must have new Affirmative Action Plans and substantively revised Plans (i.e., where the revisions to the Plan are more or other than updated Affirmative Action data for the unit) approved by the JCAA Committee. Each unit shall name at least one (1) Affirmative Action representative. Representatives must be tenured and may be a member of the unit or from outside the unit. Affirmative Action representatives may be men or women. Representatives will be responsible for monitoring and reporting the hiring process and helping in the development of the unit equity plans.~~
- ~~(b) Confirmation that the unit has an approved Plan must be submitted to the Office of the Provost & Vice-President Academic at the time that the unit makes a request for an appointment authorization.~~
- ~~(b) All recommendations to make full-time faculty appointments shall be submitted to the Committee which is empowered to recommend to the President that such an appointment not be made when a unit's plan or the procedures that it followed did not meet the Committee's standards for affirmative action.~~
- ~~(c) The Committee shall deal expeditiously with units' plans and recommendations for appointment.~~
- ~~(d) In those instances where a unit determines that Article 12.21 interferes with specific affirmative action programs relevant to its area and outlined in its academic plans, a unit may apply to the Joint Committee on Affirmative Action for support for specific hiring goals which might appear to contravene the specifics of Article 12.21 but which, in fact, support its underlying intention. Such requests must be approved by the Provost & Vice-President Academic or designate prior to the position being advertised.~~

12.23.1 Affirmative Action Representatives

To assist with the requirements in Article 12.23 above, each unit shall name at least one Affirmative Action representative such that each appointments committee shall have as a voting member an Affirmative Action representative ("AA representative"). AA representatives must be tenured and may be a member of the unit in which the appointment will be made or from outside the unit. AA representatives are responsible for monitoring and reporting the hiring process and, if a member of the unit, helping in the development and/or revision of the unit's Plan.

- 12.23.2 (a) In those instances where a unit wishes to pursue a specific hiring goal pursuant to its Plan, for example a hiring process with the goal of selecting an applicant from a particular FCP group, that might appear to contravene the specifics of Article 12.21 but which, in fact, support the Article's underlying intention, the unit or the Office of the Provost & Vice-President Academic on the unit's behalf may write to the JCAA in order to seek its support for the hiring goal. Such requests must be approved by the Provost & Vice-President Academic or designate prior to the position being advertised.

- (i) Where the JCAA does not support the unit's hiring goal, it shall give reasons why and shall recommend any remedial actions to address its reasons
- (ii) Giving careful consideration to the JCAA's response as per (i) above, the Provost & Vice-President Academic will decide whether to proceed with the appointment and will advise the unit and the JCAA accordingly.
- (b) Units shall send self-identification forms with the letter acknowledging a candidate's application and inviting them to self identify (the self-identification form is available at www.yorku.ca/acadjobs). The Plan will include a provision that the hiring committee shall review self-identification information for all candidates from the outset of the process.
- (c) A unit's recommendation to make a full-time faculty appointment, along with the Affirmative Action Report (the "Report") prepared by the Affirmative Action representative on the appointments committee, shall be submitted to the Office of the Provost & Vice-President Academic and to the Joint Committee on Affirmative Action.
- (d) The Joint Committee on Affirmative Action is empowered to recommend for the consideration of the President that such an appointment not be made when a unit's plan or the procedures that it followed did not meet the Committee's standards for affirmative action.
- (e) The Joint Committee on Affirmative Action shall deal expeditiously with the units' plans and recommendations for appointment.

Spousal Hiring

Modify article 12.31 (spousal hiring) to clarify process for appointing a spouse (formerly E2 from Employer Package)

Where:

- (a) ~~a~~ A candidate who self-identifies as one or more of the four Affirmative Action FCP categories has been recommended for a probationary or tenured/continuing appointment; or
- (b) A current probationary or tenured/continuing full-time faculty member or professional librarian or archivist who self-identifies as one or more of the four Affirmative Action FCP categories has informed the Dean or Principal of an offer of employment that they have received from another institution; and
- (c) ~~and~~ The candidate or current faculty member or librarian/archivist has a spouse or partner who ~~may be~~ is qualified for a full-time faculty or professional librarian/archivist appointment; then
- (d) ~~a~~ A hiring unit in the appropriate academic area may recommend the spouse or partner for a probationary, tenured/continuing appointment or a contractually limited appointment for a term of up to five (5) years without advertising, subject to the following conditions:

- (ia) The Provost & Vice-President Academic has authorized a position for the purpose of this clause;
- (iib) ~~a~~An application file, consisting of the spouse or partner's current CV and additional materials attesting to the spouse or partner's academic strengths as may be provided by the spouse or partner proactively and/or in response to a request by the hiring unit, is provided to the spouse's or partner's potential hiring unit for consideration by the collegial body responsible for considering appointment applications according to the hiring unit's collegial appointment procedures;
- (iiie) the recommendation of the spouse or partner for an contractually limited appointment is endorsed by the collegial body in the hiring unit responsible for endorsing/approving the hiring unit's appointment requests as part of the cyclical appointment request exercise.
- ~~(d) such contractually limited appointments are non-renewable.~~
- ~~(e) there can be up to one (1) per year and no more than five (5) at any one time.~~

In its consideration of the spouse or partner, the hiring unit may additionally interview the spouse or partner or invite other activities on campus consistent with its established collegial appointment procedures.

Hiring Programs

Include as paragraph XX in the Memorandum of Settlement for the renewal collective agreement- Program for Recruitment of ~~Aboriginal~~ (Indigenous) Faculty and Librarians

The University commits to the appointment of at least six (6) ~~Aboriginal~~(Indigenous) candidates to tenure stream positions to start on or before by **July 1, 2021 2024**.

It is anticipated that these appointments will be requested in the regular annual appointments exercise. No more than three of these appointments will be to the Teaching Alternate Stream. The Provost & Vice-President Academic may, at ~~her~~ their discretion, provide incentive funding to assist in making any of the six (6) appointments described above.

In the event that a total of 6 appointments have not been made under this program to start on or before **July 1, 2021 2024** the program will continue until a total of 6 appointments have been made.

Advertising for appointments under this program will appear in specifically indigenous media as well as other sites or publications and will indicate that the appointments are open only to ~~Aboriginal~~(Indigenous) candidates.

A report will be provided to JCOAA by June 30th of **2022, 2023** and **2024**. The report will ~~include information about~~ identify the approved positions and will indicate the outcome of the searches.

The hiring files for appointments under the program, which will set out the recruitment strategy, will be reviewed by the Joint Committee on Affirmative Action. Particular attention will be given

to issues relating to the recruitment of Aboriginal (Indigenous) candidates in the annual Affirmative Action training for hiring units, and the training will be mandatory for members of the Affirmative Action Committee. Although the Affirmative Action provisions of the Collective Agreement shall not otherwise apply, efforts shall be made to reflect the diversity of Aboriginal (Indigenous) scholars.

In the event that the University receives notice of the resignation or retirement of two or more Aboriginal (Indigenous) faculty to take effect on or before **July 1, 2024**, the parties will meet to discuss the possible extension of the Program to ~~2024-2024~~ **2024-2025** for the appointment of up to two Aboriginal (Indigenous) candidates in **2024-2025** for a total of up to eight appointments overall under the Program.

Included as paragraph XX in the Memorandum of Settlement for the renewal collective agreement- Program for Recruitment of Black Faculty and Librarians

The University commits to the appointment of at least six (6) candidates who self-identify as Black peoples of African descent (for example Africans and African heritage people from the Caribbean, Americas, Europe) to tenure stream positions to start on or before by July 1, 2024.

It is anticipated that these appointments will be requested in the regular annual appointments exercise. No more than three of these appointments will be to the Teaching Stream. The Provost & Vice-President Academic may, at their discretion, provide incentive funding to assist in making any of the six (6) appointments described above.

In the event that a total of 6 appointments have not been made under this program to start on or before July 1, 2024 the program will continue until a total of 6 appointments have been made.

Advertising for appointments under this program will appear in specifically Black media as well as other sites or publications and will indicate that the appointments are open only to candidates who self-identify as Black peoples of African descent, as described in the first paragraph, above. A report will be provided to JCOAA by June 30th of 2022, 2023 and 2024. The report will identify the approved positions and will indicate the outcome of the searches.

The hiring files for appointments under the program, which will set out the recruitment strategy, will be reviewed by the Joint Committee on Affirmative Action. Particular attention will be given to issues relating to the recruitment of candidates who self-identify as Black peoples of African descent in the annual Affirmative Action training for hiring units, and the training will be mandatory for members of the Affirmative Action Committee. Although the Affirmative Action provisions of the Collective Agreement shall not otherwise apply, efforts shall be made to reflect the diversity of Black scholars.

In the event that the University receives notice of the resignation or retirement of two or more candidates who self-identify as Black peoples of African descent faculty to take effect on or before **July 1, 2024**, the parties will meet to discuss the possible extension of the Program to **2024-2025** for the appointment of up to two candidates who self-identify as Black peoples of African descent in **2024-2025** for a total of up to eight appointments overall under the Program.

Exit Interviews

Include as paragraph XX in the Memorandum of Settlement for the renewal collective agreement- Exit Interviews of Faculty and Librarians/Archivists Who Self-Identify as Black or Indigenous and Resign from the University

Where a faculty member or librarian/archivist who self-identifies as Black or Indigenous is hired through one of the dedicated hiring programs or is hired in accordance with Article 12.23(d) of the collective agreement and resigns from the University during the life of the renewal 2021-2024 collective agreement, such employee will be invited to an exit interview to be conducted by a Senior member of the Division of Equity, People, and Culture in order to discuss their experience as a newly recruited Black or Indigenous colleague. **The findings from these exit interviews, once completed, will be shared with the Association.**

Service

Revise Article 18.08.6 to recognize service to the university community related to Equity, Diversity, and Inclusion (EDI)

18.08.6 The service component of normal workload is recognized as including contributions to the governance of the University and collegial academic and administrative activities. Service to the University is an important part of one's professional obligations and responsibilities.

Service includes, but is not limited to, the factors listed below:

- (a) participation on Senate and subcommittees of Senate;
- (b) participation on Faculty, School or Departmental Councils and their subcommittees;
- (c) participation in the Association and subcommittees;
- (d) participation in joint YUFA/Administration committees and activities;
- (e) participation in the governance and activities of the Research Centres;
- (f) participation in such units as the Centre for the Support of Teaching, and advising centres;
- (g) participation in deliberative and governance bodies of the Colleges;
- (h) holding of academic administrative positions, not mentioned above, as set out in Appendix P;
- (i) participation in unit or Faculty level academic and administrative committees including but not limited to Executive, Academic Planning, Curriculum, Hiring, Affirmative Action, Program Review Committees, and Tenure and Promotion Committees;
- (j) University Advisory Committees and Task Forces;
- (k) Service to organizations outside the University which is of an administrative nature, and not part of an employee's research program, such as serving on review committees for awards, grants, and scholarships;
- (l) University related development activities;
- (m) Service to the University community in support of Equity, Diversity, and Inclusion (EDI) initiatives and priorities;
- ~~(n)~~ Service to the external community (e.g., service to Aboriginal (Indigenous) communities) demonstrably relevant to the University's academic priorities.

Service may include both service of a routine administrative nature, as well as service which contributes to the academic goals and governance of an employee's unit and/or Faculty, the

Association and the University as a whole. Consideration of service may distinguish between membership on and leadership of the various activities and committees. The time horizon used in considering service may exceed one (1) academic year.

Advertising Requirements

Modify 12.16 (Advertising Requirements) (formerly E22 from Employer Package)
Revise Article 12.16 as follows:

ADVERTISING REQUIREMENTS

12.16 The availability of positions to which it is proposed to appoint probationary or tenured faculty, or probationary or continuing appointment librarians and archivists, shall normally be widely advertised prior to the selection of a candidate for appointment. Advertisements shall be posted on York's website at www.yorku.ca/acadjobs and in the relevant Canadian publications, University Affairs and CAUT Bulletin. Advertisements shall include the following statement:

"York University is an Affirmative Action Employer and strongly values diversity, including 2SLGBTQ+, within its community. The Affirmative Action Program, which applies to women, members of visible minorities (racialized groups), Aboriginal (Indigenous) People and persons with disabilities, can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action office line at 416-736-5713.

~~All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority."~~

Advertisements and their related search processes are subject to applicable Government of Canada requirements regarding the appointment of international candidates.

~~(a) The statements in 12.16 above concerning advertisements and affirmative action, other than the statement "however, Canadian citizens and permanent residents will be given priority" apply to all positions to which it is proposed to appoint contractually limited faculty/professional librarians and archivists, other than in exceptional circumstances, in cases of renewal/extension of an employee's appointment, or where shortage of time makes it impracticable to carry out the normal advertising.~~

The Employer agrees to provide the Association and the Canadian Union of Public Employees Local 3903 with copies of all notifications of the availability of full-time faculty positions, ~~and to post such notifications on bulletin boards in the relevant academic units of the University,~~ concurrent with the submission of such notifications to external advertising media. ~~Recruitment procedures shall be so designed as to ensure that reasonable care is taken to seek out, and give all due consideration to, Canadians or permanent residents who are one or more of the following: female; a member of a visible minority (racialized group); an Aboriginal (Indigenous) person; or a person with a disability.~~

Advertising shall be carried out with attention to the Affirmative Action Program described in Articles 12.21-12.25, with this requirement in mind, ~~and shall therefore be placed particularly in relevant Canadian publications, including University Affairs and the CAUT Bulletin.~~

Modify Appendix L: Equal Pay Exercise (*formerly E25 from Employer Package*)
Appendix L: Equal Pay Exercise

Revise Appendix L as follows:

APPENDIX L

Equal Pay Exercise

Consistent with the variables used in the annual anomalies exercise, the Employer will conduct an equal pay exercise in respect of faculty and librarians/archivists who self-identify as female, gender diverse trans or gender non-conforming, a member of a ~~visible minority~~ (racialized group) or ~~Aboriginal~~ (Indigenous). In connection with this exercise:

- (i) The Employer will complete an analysis of the data using a regression model except for Schulich, as noted below, to examine whether there are differences in annualized base salary (the dependent variable) by self-identification as female, gender diverse trans or gender non-conforming, ~~membership in a member of a visible minority (racialized group)~~ or as ~~Aboriginal (Indigenous)~~ (“the Independent Variables of Interest”), after controlling for rank, experience and area. For clarity:
 - a. the faculty or librarian/archivist rank will be as of May 1 of the year of the analysis;
 - b. experience is defined for faculty as in-years dated from the onset date of one’s first completed graduate degree with credit given to any prior relevant paid experience;
 - c. experience is defined for librarians and archivists as years dated from the completion date of their first professional library degree, e.g., MLIS;
 - d. rank (as defined in the Collective Agreement); and
 - e. the area variable is a dummy variable that reflects higher paid disciplines: (Computer Science, Economics, Human Resources Management, and ADMS (excluding Disaster and Emergency Management).
 - f. Consistent with the anomalies exercise, separate analyses are done for: 1) the Libraries and 2) the Schulich School of Business (to date the Schulich data do not accord with the assumptions of regression so separate scatterplots are reviewed to identify anomalies).
 - g. Separate analyses will also be done for Teaching Stream and CLAs, with the understanding that if the number of CLAs becomes too small for a separate analysis in the future, the parties will at that time discuss CLAs in the context of this exercise.
 - h. Solely for the purposes of this exercise, faculty and librarians/archivists who have self-identified as a member of a visible minority (racialized group) or ~~Aboriginal (Indigenous)~~ will be grouped together in light of the small sample size issue

related to data in respect of ~~Aboriginal~~ (Indigenous) faculty and librarians/archivists.

- i. Solely for the purposes of this exercise, faculty and librarians/archivists who have self-identified as female or as gender diverse trans or gender non-conforming will be grouped together in light of the small sample size issue related to data.
- (ii) Given the introduction of new core engineering programs, an analysis will be undertaken to determine whether faculty in engineering disciplines should be added to the higher paid discipline category.
- ~~(iii) Prior to the first analysis, a joint working group of the parties will be created to agree on a method to capture potential differences relating to the intersection of the Independent Variables of Interest as defined above.~~
- ~~(iv) (iii)~~ The Employer will review with YUFA the outcome of the analysis.
- (iv) If the analysis demonstrates that there are significant salary gaps based on the Independent Variables of Interest as defined above then the Employer will, in consultation with YUFA, develop a plan to address those salary gaps by adjusting the base-salary of affected individuals with a standard deviation below -0.5.
- (vi) Any salary adjustments will be prospective only.
- ~~(vii) The completion of the data analysis and the development of a plan to address any salary gaps will be completed within 12 months of ratification of the renewal collective agreement and any salary increases implemented within 3 months thereafter.~~
- (viii) The Equal Pay Exercise set out above shall be conducted ~~every 5 years thereafter~~ with adjustments to the base-salary of affected individuals to be made, if necessary, five years from the effective date of the previous adjustment to base salaries as a result of this exercise, which was in January, 2020.
- (ix ~~vii~~) No faculty member shall have their salary reduced as a result of this exercise.