

PA 8: Gender Parity

Rationale

This credit recognizes institutions that are working to ensure that women and individuals with other marginalized gender identities are equitably represented among students and employees.

Applicability

Applicable to all institutions.

Points available

A maximum of 2 points are available for this credit.

Criteria

8.1. Percentage of students with marginalized gender identities

An institution earns 1 point when 45 percent or more of students identify as women or other **marginalized gender identities**.

Measurement

Report the most recent data available from within the previous three years. This may be a representative snapshot (e.g., at the beginning of an academic term) or the average of a one to three year period. An institution may report on its entire student body or limit its analysis to the **predominant student body**.

An institution that tracks gender identity (or sex) in a binary way should report on individuals who are identified as women (or else not identified as men) in the institution's student data systems.

Documentation

Report the following information in the online Reporting Tool, with the percentage figure provided within a range of 0 to 100.

- Percentage of entering students that identify as women or other marginalized gender identities (required)

8.2 Percentage of employees with marginalized gender identities

An institution earns 1 point when 45 percent or more of A) regular/permanent **academic staff**, B) regular/permanent **non-academic staff**, and C) **executive staff** identify as women or other marginalized gender identities. Partial points are available and earned as outlined in Table I.

Table I. Points earned for indicator 8.2

Criterion	Points available	Points earned
A. 45 percent or more of regular/permanent academic staff identify as women or other marginalized gender identities	0.33	
B. 45 percent or more of regular/permanent non-academic staff identify as women or other marginalized gender identities	0.33	
C. 45 percent or more of executive staff identify as women or other marginalized gender identities	0.33	
Total points earned →		

Measurement

Report the most recent data available from within the previous three years. This may be a representative snapshot (e.g., at the beginning or end of a term) or the average of a one to three year period.

An institution that tracks gender identity (or sex) in a binary way should report on individuals who are identified as women (or else not identified as men) in the institution’s human resources system.

Report on all **regular/permanent employees**. Individual executive staff members may be classified as academic staff, non-academic staff, or neither and may therefore also be included in the academic and non-academic staff figures. There is no need to avoid double-counting in this regard.

Documentation

Report the following information in the online Reporting Tool, with percentage figures provided within a range of 0 to 100.

- Percentage of regular/permanent academic staff that identify as women or other marginalized gender identities (required)
- Percentage of regular/permanent non-academic staff that identify as women or other marginalized gender identities (required)
- Percentage of executive staff that identify as women or other marginalized gender identities (required)

Glossary

Academic staff – Personnel whose primary assignment is instruction, research, or public service. Also known as “faculty members”, academic staff include personnel who hold an academic rank with titles such as professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. The category includes personnel with other titles, (e.g., dean, director,

associate dean, assistant dean, chair or head of department), if their principal activity is instruction or research. It does not include graduate, instruction and research assistants; student teachers; or teacher aides. [Adapted from the International Standard Classification of Education (ISCED) and the work of the Organization for Economic Cooperation and Development (OECD).]

Employees – Personnel compensated directly by the institution (unless otherwise specified in credit language). Also known as “staff members” or “direct employees”, employees include academic, non-academic, and executive staff and regular/permanent, and short-term/casual employees.

Executive staff – Senior administrators who are employed on a continuous basis and form the chief executive of the institution, which may include presidents, vice-presidents, chancellors, vice-chancellors, chief operations officers, chief financial officers, provosts, deans, and the equivalent. Executive staff may be classified as academic staff, non-academic staff, or neither.

Marginalized gender identities – Individuals whose internal sense of self is being female, neither male nor female, both male and female, or other non-male gender(s). This includes people who identify as women, non-binary, trans*, and/or gender non-conforming. [Adapted from the LGBTQIA Resource Center Glossary (University of California, Davis).]

Non-academic staff – Administrative, clerical, operational, support, and technical staff whose primary assignment is something other than instruction or research, i.e., personnel who are not classified as academic staff.

Predominant student body – The primary academic division (e.g., undergraduate or graduate) that enrolls the greatest share of the total student population. For example, the predominant student body of an institution with 5,000 undergraduate students, 2,000 graduate students, and 500 post-graduate students would be undergraduate students.

Regular/permanent employees – Personnel who are employed by the institution on a continuous basis, on contracts of longer than 24 months, or as otherwise defined in an institution’s human resources system. Employees hired to work less than 50 percent time and/or on a grant or contract basis may be excluded as long as they are included as short-term/casual employees.