

January 10, 2014 Newsletter of the Canadian Women and Geography Study Group

### LETTER FROM THE CHAIR

Dear CWAG members,

Happy New Year! I hope that everyone had at least some time pause and rest a bit over the holiday season.

Since our last CWAG newsletter, I have moved to Copenhagen, where I have started a position as Assistant Professor in Environmental, Social and Spatial Change at Roskilde University. Leaving Canada was a very difficult decision, but in the end I felt it would be good for me to take a step out of my comfort zone and learn about the academic life in a totally new context. I am also in a two-PhD household and as many of you will understand well, finding a place that works for both of us, especially in the current academic job market, has been an incredible challenge. Copenhagen seemed like it could have something to offer each of us, so we took a deep breath and decided to go for it.

First impressions have been very good. For a small country, and a small university, Roskilde has excellent Geography and Planning programs, with a very dedicated faculty. Collaboration between faculty members in both research and teaching is emphasized, and so far I have been really impressed with the ways in which faculty and students engage with one another over mutual interests. I have also been impressed with what appears to be, dare I say, a slightly better pay work-life balance. Case in point: on my



Julia Christensen, CWAG Chair 2013-2014

first day, one of the admin staff told me I needed to use my PIN to access the building if I wanted to "work really late, like past 5pm".

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#### LETTER FROM THE CHAIR

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However, like Canada, there is an alarming underrepresentation of women in faculty and other research positions in Denmark, despite a global reputation for gender equality (see Seierstad and Healy's 2012 article in Work, *Employment and Society* for more). In recent months, the Danish Research Council has unveiled new policies to do its part to correct this imbalance. It is ironic, yet not surprising, that a country with an actual Ministry for Gender Equality, which leads several important national and global initiatives, would also rank lower than the EU average for women in academic positions. Of course, the

gender gap in both Denmark and Canada is most apparent in the highest ranks of academia.

So, all the more reason for the Canadian Women and Geography study group. Clearly, there is still much that needs doing. On that note, I hope that some of you might consider organized CWAG-sponsored sessions for the upcoming CAG AGM during Congress in May 2014.

Until then, I wish you all a wonderful semester. All the best,

Julia Christensen, Chair, CWAG Study Group

#### THE SUZANNE MACKENZIE MEMORIAL LECTURE MAY 27, 2014

## Presenter: Linda Peake

Every second year, the Canadian Women and Geography Study Group (CWAG) of the Canadian Association of Geographers (CAG) is honoured to sponsor the Suzanne Mackenzie Memorial Lecture.

Suzanne Mackenzie was a much beloved member of the geographical community, both in Canada and around the world. A pioneer in feminist urban geography, she contributed actively to discussions and research about women and geography and continues to be remembered for her courage, her commitment to feminism, her deep sense of caring for friends, family and students, her sense of justice and her irrepressible humour. These characteristics were all bound up in a generous spirit. She died on October 24, 1998 in her home in Nelson, B.C., at the age of 48. (Please see "Tributes to Suzanne Mackenzie", *Gender, Place and Culture* 6 (4), 2009: 401-415; http://dx.doi.org/10.1080/713668837.)

This year, the CWAG Memorial Lecture Committee received several thoughtful and inspiring nominations. We would like to extend our gratitude to those CWAG members who took the time to put those nominations together, and who made the selection of this year's lecturer a difficult but exciting one.

We are very pleased to announce that this year's lecturer will be Dr. Linda Peake, Professor in the Department of Social Science at York University. She is also a member of the graduate programmes in Geography, Development Studies, and Gender, Feminist and Women's Studies. Linda was nominated to give this lecture because of her "passionate commitments to feminism, gender, race and geography, tirelessly conveyed through [her] research, teaching, and activism." We are thrilled that she has accepted our invitation to give this year's Suzanne Mackenzie Memorial Lecture. The Lecture, with a reception to follow, will be delivered during Congress on May 27th, 2014.

#### CANADIAN WOMEN AND GEOGRAPHY STUDY GROUP 2013 STUDENT PAPER AWARD WINNER



Reiko Obokata at the CAG meeting in Newfoundland Photo credit: Ann Marie Murnaghan

I am currently in the second year of my Master's program at the University of Ottawa, working under the supervision of Dr. Luisa Veronis, and within a broader SSHRC-funded research project entitled Environmental Influences and International Migration to Canada. My thesis research is looking at whether environmental factors influence the migration decisions of Filipino newcomers to Canada. I successfully defended my thesis proposal this fall and recently began conducting field work in Ottawa.

Amidst a burgeoning interest in 'environmental' or 'climate refugees' in academia and elsewhere, my research seeks to understand how migrants perceive the role of the environment to contribute to their decisions to leave their countries of origin and come to Canada. However, rather than singling out environmental factors as sole drivers of migration, my aim is to understand how the natural environment interacts in dy-

## Reiko Obokata

namic ways with other social, demographic, economic and political factors.

The piece I submitted to the paper competition was a theoretical investigation of the ways in which a nature-society binary has been re-produced in popular discourses about 'environmental refugees.' It explained how these discourses often perpetuate dualistic notions of nature (as external to society), mobility (e.g. voluntary/forced, economic/ environmental, structure/agency), and of the people imagined to be environmentally mobile (as 'closer to nature'). In pointing to the persistence of humanist categories in discussions of the environment-migration nexus, and to racialized and victimizing representations of 'environmental refugees', the paper questioned whose migrations are seen to be caused by nature and with what effects. Through this paper and in my research more broadly, I endeavor to contribute a more fluid and socially just understanding of how people's mobility is affected by environmental problems.



### CWAG STUDENT PAPER COMPETITION

The deadline for submissions is FRIDAY April 25, 2014

The competition is open to any master's or Ph.D. student who is presenting a paper at the 2014 CAG meeting. The paper must be based on research related to an aspect of feminist geography, broadly defined. Entries should be submitted electronically, in either French or English, and must not exceed 5,000 words, including references and footnotes. Please send papers to the attention of the **CWAG Chair** at: julia.christensen @gmail.com



## Who we are, what we do, and why we do it:

## Acting On Serendipity

## FEMINIST GEOGRAPHY CONFERENCE MAY 15-18, 2014,

We – Roberta Hawkins, Leslie Kern, Pamela Moss, and Karen Falconer Al-Hindi – have been working closely together on two projects: the Feminist Geography Conference and a collective writing project. nism seems to be eclipsed by the rise of critical ge-For over a year now, we have been the four main organizers of the conference, coordinating the planning tasks and calls for participation. Yet it was not that long ago that we four first connected as a group. Our collaboration, and the idea for the conference, evolved out of several serendipitous events over the last two years, starting with the 2012 AAG in NYC. Roberta and colleagues organized several GPOW-sponsored sessions, including two on feminist methodologies in geography, and invited several colleagues to be part of the conversation. Pamela ended up being a discussant for a session in which

Roberta and Leslie were participants. Later that day, at the GPOW business meeting, Pamela chatted with several GPOW members about how femiography. There seemed to be a consensus growing: it would be nice to have a dedicated space to discuss feminist issues in geography. Aside from the IGU Commission on Gender and Geography there are few spaces designed specifically for a large gathering of feminists in geography. Meanwhile, Pamela and Karen were considering a new collaborative project. As their discussions progressed, they exchanged ideas about feminist methodologies and the possibility of extending their work together within feminist geography. (continued on p. 5)

#### Canadian Women & Geography Study Group

This newsletter is published in January and July. Please send all your news. contributions, links, resources, and congratulations to the Communications Coordinator, Ann Marie Murnaghan, amf\_murnaghan@umanitoba.ca

(continued from p. 4) After the New York AAG and having just moved to a new region, Roberta was busy organizing a regional feminist geography workshop for 2013 in an attempt to connect to local feminist geographers. At the same time, Roberta and Leslie contacted Pamela to follow up on her comments on their co-authored paper. Their chat led to talking about Roberta's Great Lakes regional workshop, and they exchanged ideas about a larger, more encompassing conference. The formal idea and decisions about the date and location for the international Feminist Geography Conference finally emerged out of a Skype call among Ellen Hansen, Karen, Roberta, Leslie, and Pamela. Karen volunteered to host the conference at her home institution in Nebraska, we decided on May 2014, and the rest of the plans quickly got underway.

These serendipitous connections brought us together. We had a common interest in making feminist geography more visible. We knew that the contributions by feminists have seeped into wider geographical circles. Yet we found it difficult to name those scholars who would explicitly identify themselves as feminist geographers. In order to gauge interest in a feminist geography conference, we put out a call. We were heartened to find so many people with a common view! Feminists volunteered wonderful ideas for the form of the conference in addition to provid-

ing various types of support for the conference. A fifteen member organizing committee has set policy for the conference's framing. There are even more volunteers working on specific tasks. There are academics from a range of career positions, activists across the globe, those who are self-employed outside the knowledge production industry, independent scholars, as well as graduate and undergraduate students supporting this project.

Truly, the goal for the conference is to bring together people interested in feminisms in geography and to generate even more connections – in an almost deliberate serendipitous fashion. In this light, we are excited to provide lots of time for chatting and getting to know one another over conference meals and events. As well, we're happy to support a wide call for participation found here: http://femgeogconference.wordpress.com/call-forpapers/. The call encourages creative and innovative ways of engaging in the conference, aiming to make this an inspiring and fulfilling experience for those involved. We look forward to seeing all of you in Nebraska!

For more information on the Feminist Geography Conference which runs from May 15-18, 2014 at the University of Nebraska at Omaha please visit our website:

http://femgeogconference.wordpress.com/

#### 2013 CAG AWARD FOR SERVICE TO THE PROFESSION OF GEOGRAPHY

## Congratulations Evelyn Peters

"Evelyn Peters is currently Professor and Canada Research Chair in Urban and Inner City Studies at the University of Winnipeg. She essentially cut a pathway in Canadian human geography that led to a critical discourse on urban Aboriginality, where little, if any, had existed before. Many geographers have been nurtured by her as scholars in the sub-field she cultivated. Peter Goheen pointed out in his letter of support how Peters has "worked assiduously to reposition Aboriginal peoples and their cultures closer to the centre of Canadian geographic consciousness." Kathi Wilson, a former doctoral student of hers, explained how "Dr. Peters literally put urban Aboriginal peoples." As Caroline Desbiens noted, Peters' work has become "the primary reference" in her domain of expertise. Reflecting on development as a geographer, Sarah de Leeuw wrote that without Peters' cultivation of her sub-field "the very field of Canadian Geography as a vanguard of scholarship on Indigenous issues would be several decades behind where it is today."" via <a href="http://www.cag-acg.ca/en/evelyn\_peters.html">http://www.cag-acg.ca/en/evelyn\_peters.html</a>

#### EARLY CAREER FACULTY PROFILE

## **Emily Eaton**

AMFM: Tell me about your research

**EE**: I'm interested in resource economies and approach this topic from political economy and political ecology perspectives. Until 2 years ago all my work revolved around agriculture, my newest project focuses on Saskatchewan's oil economy.

AMFM: What intrigues you most about this research?

**EE**: I am most interested in the things (practices, ideologies, subjectivities) that maintain and sustain socially unequal and environmentally destructive economies, and how people become complicit or actively resist incorporation into these economies. The thing that interests me most about socially and environmental destructive economies (such as those



Photo: Courtesy of Emily Eaton.

based on natural resource extraction and exploitation) is that appropriate technologies and policies have already been developed to address their unsustainability. This means that creating alternative, socially and environmentally just economies is really about addressing questions of power and taking collective action.

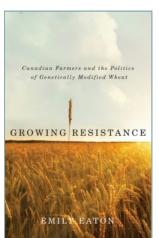
*AMFM*: What was your route to academia/where you are now?

EE: It's not very interesting. I did an undergraduate in international studies (u of Saskatchewan) focusing on development studies. That's how I became so interested in agriculture. The agrarian question (whether forms of peasant production would become incorporated into capitalism, and with what effect) fascinated me. But by the end of the degree I felt I could not bear the politics of researching 'the other'. I did an M.A. in Social Justice and Equity Studies at Brock university and wrote about alternative agriculture projects in Niagara. I then did a PhD at the University of Toronto. I went straight through, and was extremely lucky to land a job right out of my PhD.

AMFM: What was the best advice you received as a grad student?

## EE: "Do rigorous research and know your topic intimately, start from your empirical interests and don't worry about academic fads."

AMFM: What do you find most rewarding about your research/teaching? What do you find most challenging? EE: I love interviewing. The most rewarding thing is when an interviewee gets very excited about my topic and wants desperately for an issue to receive increased scrutiny or enter a larger political conversation. I love being part of making that happen. Teaching-wise those rewarding moments often come years after I've taught a student when I run into them again and they recount how some concept or experience in my class changed the way they about something. This is most rewarding when it happens with a student who was quite resistant to the material during the course. The most challeng-



ing thing these days is getting interviews with government employees. Even retired employees fear that their pensions may be affected if they speak out against government policy. Even when I have gained access to relevant government interviewees they tend to only parrot the government line. I'm also finding it challenging at the moment to productively bring together differently interested parties in order to address Saskatchewan's oil economy. Landowners, environmentalists and indigenous groups often come at problems from very different perspectives and imagine very different solutions.

AMFM: What do you think your best advice is? It can be about academic careers or life in general.

**EE**: If you are a person who is interested in social justice intertwine your research, your service and your organizing. Use your privilege and resources to make things happen and bring people together. Be humble in the process, and make sure others are driving the agenda.

## Kirsten Greer

My research focuses on imperial geopolitics and human-nature relations in the past, particularly within the context of the nineteenth-century British Empire. Broadly defined, I investigate the ways in which Britain's global empire enabled the production and circulation of British imperial knowledge of natural world and, in turn, its regions. This research also considers the role of non-human agencies (migratory animals, weather systems, ocean currents) in assembling and destabilizing imperial territory.

I became interested in my subject matter after reading David Livingstone's the Geographical Tradition: Episodes in the History of a Contested um, Tring, UK. Photo by Kirsten Greer. Enterprise (1992) when a master's student. The

A "geographical collection" of birds from Malta. Specimens of yellow wagtails (Motacilla flava) collected by Andrew Leith Adams in Malta, Natural History Muse-

history of geographical thought is both fascinating and important, especially since many geographical concepts, such as the zoogeographic region, are still in use today.

"The best advice has been from a number of wonderful mentors throughout my academic career: foster a supportive network, take chances, and don't be afraid of rejection."

My route to academia is not a traditional one. After completing my master's thesis, I worked in a museum environment for over five years, including a position in the Department of Ornithology at the Royal Ontario Museum. I loved my research topic so much that I knew I had to return to graduate school to pursue it further.



Kirsten Greer Photo: Sarah Toupin Inc.

The most rewarding aspect of writing is bringing together seemingly unrelated subject matter into one coherent paper. I love making connections, working through the process, and creating new synergies. For example, one unexpected finding of my research on nineteenth-century British military culture and ideas and practices of ornithology was how the production of ornithological knowledge helped to conceptualize Britain's global empire and its regions through zoogeography. I recently published these findings in the Annals of the Association of American Geographers.

Ironically, I find the writing itself the most challenging aspect of producing articles. I often cut and paste sentences and paragraphs much like working on a giant puzzle, which can be frustrating.

The best advice has been from a number of wonderful mentors throughout my academic career: foster a supportive network, take chances, and don't be afraid of rejection. My best advice would be to know your strengths and weaknesses, and to improve on one thing every time you write, present, or teach. I also believe in treating colleagues and students with respect.

# CAG 2014 Borders Without Boundaries at Brock University May 26-30, 2014

"You are encouraged to be creative in thinking about the kind of contribution that you would like to make. As in previous years, the Association allows one oral presentation per author and invites you to think about al-ternative formats to showcase additional work; these could include posters, panels or a short oral presenta-tion at the *PechaKucha Night*.

**January 14, 2014:** If you would like to organize a *special session* (e.g., panel, workshop, themed talks), submit the required form.

**March 14, 2014:** If you would like to share research findings in an *oral presentation*. Talks may be or-ganized into sessions by topic, methodology, theory or geographical region.

**March 14, 2014:** If you would like to participate in the *PechaKucha Night*. This event is being organized jointly with the CCA and the ESAC.

**March 14, 2014:** If your research is highly visual or your findings preliminary, you may prefer instead to present a *poster*. Poster sessions will be organized by theme, and they will be prominently displayed to encourage exchange between authors and delegates.

The student registration fee is being kept low to encourage participation. The CAG also invites applications for student travel "<a href="http://brocku.ca/webfm\_send/28980">http://brocku.ca/webfm\_send/28980</a>

#### Call For Papers: New Directions in Feminist Geography

In this session we are interested in papers that take a feminist approach to geographic inquiry and that take that inquiry in new directions theoretically, methodologically and/or substantively. We are keen to showcase the diversity of feminist thinking in Geography and hope to develop a session in which feminist geographers working in different research areas can learn from one another. In this session we are particularly interested in sharing insights from research addressing one or more of the following themes:

- \* Economic geography, (anti)capitalism and labour
- \* Emotion and affect
- \* Difference, identity and belonging—including sexuality, (dis)ability, ethnicity, and class
- \* Lifecourse and generation

- \* Embodiment
- \* Gender and diversity in the Global South
- \* Gender and space
- \* Teaching feminist geography and feminist pedagogy
- \* Gender and violence
- \* Research methodology, including participatory approaches and engagement beyond the academy

Please send your abstract to Nancy Worth nworth@mcmaster.ca or Vera Chouinard chouinar@mcmaster.ca by March 1st.

## **IGU 2014**

## **Changes, Challenges, Responsibilities** in **Krakow, Poland** August 18-22, 2014

The Gender and Geography Commission is organizing nine paper sessions at the IGU Regional Conference in Krakow, Poland, 18-22 August 2014. We would like to invite you to submit your abstracts (maximum: 500 words) on-line by Wednesday, 15 January 2014 at http://www.igu2014.org/index.php? page=call\_for\_papers.

**15 January 2014 -** Deadline for submitting abstracts

25 February 2014 - Notification of results of abstract reviews

2 April 2014 - Deadline for early registration fee payment

15 May 2014 - Deadline for regular registration fee payment

If you plan to submit an abstract for (or have questions on) a specific session, please contact the respective session organizers directly.

#### **Call For Papers:**

- (1) Feminist Participatory Methodologies: Creating Spaces of Inclusion? Martina Angela Caretta (Martina@humangeo.su.se) and Yvonne Riaño (riano@giub.unibe.ch)
- (2) Bodies, Borders and Mobilities Claire Dwyer (Claire.dwyer@ucl.ac.uk)
- (3) Gender and Age(ing) Joos Droogleever Fortuijn (j.c.droogleeverfortuijn@uva.nl) and Shirlena Huang (geoslena@nus.edu.sg)
- (4) Challenges of Gendered Lives and Places Orna Blumen (ornab@research.haifa.ac.il) and Tovi Fenster (tobiws@post.tau.ac.il)
- (5) Geographies of parenthood: new media, old clichés? Valeria Pecorelli (valeria.pecorelli@unimib.it)
- (6) Gender and Tourism (organized with the Commission on Geography of Tourism, Leisure, and Global Change) Janet Momsen (jdmomsen@ucdavis.edu) and Alison Gill.
- (7) Gendered Perspectives on Mediterranean Mobilities and Migration: Inclusions, Exclusions and Integration (with the Mediterranean Basin Commission) Shirlena Huang (geoslena@nus.edu.sg) and Maria Paradiso (paradiso@unisannio.it)
- (8) Climate Change, Environmental Discourse and Gender (with the Political Geography Commission) Marcella Schmidt di Friedberg (marcella.schmidt@unimib.it) and Stefano Malatesta (stefano.malatesta@unimib.it)
- (9) Gender, Human Rights and Citizenship (with the Political Geography Commission Inocent Moyo (minnoxa@yahoo.com), Marcella Schmidt di Friedberg (Marcella.schmidt@unimib.it) and Camilla Spadavecchia (camilla.spadavecchia@gmail.com) Pre-Conference Workshop

The Gender and Geography Commission is also planning a Pre-Conference workshop in Warsaw on 16 & 17 August 2014. More information on the workshop will be circulated when details are available.

## RGS-IBG 2014 Geographies of co-production in London, England August 26-29, 2014

Via Gender and Feminist Geographies Research Group

The chair of the 2014 conference is Professor Wendy Larner (University of Bristol) and the theme is 'Geographies of co-production'. The theme has heightened resonance for the GFGRG (formerly the Women and Geography Study Group) as an international scholarship network centred on gender and a commitment to feminist methods, theories and praxis.

The deadline for session and paper propels is **February 21 2014**.

#### Calls for papers:

#### New and Emerging Feminist Geographies

Please send abstracts (approx. 250 words) and proposed titles to Emma Kerry (gy11ek@leeds.ac.uk) and Laura Price (Laura.Price.2011@live.rhul.ac.uk) and by 31st January 2014.

*Spatial formations of expertise:knowing/shaping/reinventing the self* Jennifer Lea, Jo Little and Katherine Morton, University of Exeter.

#### 2013 CAG AWARD FOR EXCELLENCE IN THE TEACHING OF GEOGRAPHY

## Congratulations Catherine Nolin

"Over the past decade, since Dr. Catherine Nolin joined UNBC's Geography Program, she has distinguished herself as a truly exemplary teacher. She has been recognized as such at UNBC and regionally, receiving the UNBC Teaching Excellence Award in 2007, and the J. Alistair McVey Award for Teaching Excellence of the Western Division of the Canadian Association of Geographers in 2009. We feel she deserves national recognition of her skill and commitment to teaching Geography. Dr. Catherine Nolin is an exceptional teacher who embodies the best of the craft: a generous spirit, an incredibly strong work ethic, and a remarkable ability to bring out the best in her students. .. Whether from class discussions or copious comments on submitted work, one cannot help but recognize that teaching for Dr. Nolin is a passion and a gift. Students who take her courses work very hard but are rewarded when effort is reciprocated in a thoughtful and empowering way. To say Dr. Nolin inspires and enables her students is to understate her impact. She has a remarkable ability to make students want to work harder: a contagious belief in what we as scholars can achieve. Gail Fondahl, Greg Halseth, and Chris Turner, Geography, UNBC" via <a href="http://www.cag-acg.ca/en/catherine\_nolin.html">http://www.cag-acg.ca/en/catherine\_nolin.html</a>

# Sub-Conference of AAG 2014 Geographies of Identity and Difference: Feminist and Queer Perspectives in Tampa, Florida April 8-12, 2014

## Sponsored by the Sexuality and Space and Geographical Perspectives on Women Specialty Groups

In recent years, there has been a proliferation of geographic scholarship that examines the socio-spatial production of differences and inequality. Geographers have explored how spatial processes are central to the constitution of embodied and socially produced identities of all kinds (including those related to sexuality, gender, race, ethnicity, religion, nationality, class, and ability) and how these different identity categories and related discourses shape uneven power relations throughout the world and across scales. This sub-conference aims to encourage and facilitate active engagement and conversations among geographers working to explore these issues from a variety of topical and theoretical perspectives.

The sub-conference will include more than 30 paper sessions, panels, and author-meets-critic sessions. The idea of a sub-conference is to tie like-minded sessions together so that sessions will run consecutively on one or two days, rather than being placed randomly in the conference schedule, which frequently means at the same time and in conflict with each other. For more information contact Jill Williams JillMW@hawaii.edu.

## **CWAG SPONSORSHIP**

The Department of Geography at Brock University is hosting the 2014 conference and meeting of the Canadian Association of Geographers (CAG), May 26-30, 2014.

The special sessions deadline January 14, 2014.

CWAG is happy to sponsor sessions.

Email amf murnaghan@umanitoba.ca with session details.

## National Household Survey Findings on Gender Equity in Universities and Post-secondary Institutions, Canada, 2010

		University professors and lecturers <sup>1</sup>		Post-secondary teaching and research assistants <sup>2</sup>	
		N	%	N	%
Worked full-year, full- time	Total	46,475		23,855	
	Male	28,530	61.4	12,170	51.0
	Female	17,940	38.6	11,690	49.0
		\$		\$	
Median income	Total	99,024		31,857	
	Male	105,444	100	27,772	100
	Female	90,194	85.5	35,174	126.7
Average income	Total	103,428		36,650	
	Male	111,288	100	37,138	100
	Female	90,833	81.6	36,154	97.4
	_	N		N	
All Others*	Total	35,080	100	63,175	100
	Male	17,720	50.5	29,090	46.0
	Female	17,360	49.5	34,090	54.0
		\$		\$	
Median income	Total	36,110		8,526	
	Male	38,354	100	8,289	100
	Female	33,804	88.1	8,686	85.5
Average income	Total	51,659		12,802	
	Male	58,135	100	12,514	100
2700 1	Female	45,152	77.7	13,043	81.6

¹NOC code 4011.

Since Statistics Canada's University and College Academic Staff System (UCASS) survey was dropped in early 2012, and the National Household Survey has replaced the mandatory long form Census, researchers are lacking for current information on the conditions of both contingent workers and equity groups in post-secondary institutions are faced with poor quality data. The above table is calculated from data from the 2011 National Household Survey (global response 26.1%) for all of Canada. The findings do not show a significant difference from earlier findings about both the representation and remuneration of women in academia. Even when evenly represented innumbers (for example in non-fulltime, full-year work), women are still making 88% of men's median, and 77% of men's average incomes as university professors and lecturers. While the findings are different for full-time, full-year post-secondary teaching and research assistants, where women earn 26% more than their male counterpart, they are still coming up very close to the median income in Canada for all workers with income over 15 (\$29,900).

<sup>&</sup>lt;sup>2</sup>NOC code 4012

<sup>\*</sup>Not full-year, full-time, including without income.

<sup>-</sup>Calculations by Ann Marie Murnaghan from Statistics Canada catalogue 99-014-X2011042