

**2015 OCUFA STATUS OF WOMEN
AWARD OF DISTINCTION
CITATION FOR MICHELLE DION**

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Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario



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Read by Helen Cummins, Chair, OCUFA Status of Women Committee

I am honoured and delighted to present Professor Michelle Dion of McMaster University with a 2015 Status of Women Committee Award of Distinction.

This honour was established to recognize the dedication of those whose leadership has helped improve the lives and working conditions of academic women and, by extension, their families, friends, and colleagues. Michelle has done all of this, and more. She has worked to advance the lives and careers of academic woman through her many roles at the McMaster University Faculty Association (MUFA), including Grievance Chair, Vice-President, OCUFA Director, and President. She has made many outstanding contributions through these roles, but I want to highlight a particular accomplishment here.

In response to MUFA's advocacy around gender wage inequities at McMaster, the administration conducted a study in 2014 that found finding no significant pay difference. Unsatisfied with this response, Michelle requested the administration's data for her own analysis.

A little about Michelle – she is an expert in quantitative analysis, charged with teaching these methods to students across the Faculty of Social Sciences. Her knowledge and experience therefore exceeded that of the administration, a fact that was reflected in her findings. Michelle's study revealed significant pay inequities, results that were ultimately accepted by the university. This led to an increase in salaries for all academic women at McMaster, and enshrined the idea that pay equity reviews should occur regularly. A huge victory for gender equity, to say the least.



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Michelle's pay equity review methodology now serves as a model for her colleagues across Ontario and Canada. Recently, she attended a meeting, facilitated by OCUFA, with the Ministry of Labour's Gender Wage Gap Steering Committee to share her insights on the gender wage gaps in Ontario's university sector, and the best methods to study and address them.

With nothing more than dedication to the principles of equity and her own considerable skills, Michelle has advanced the cause of gender equity in our universities. For this reason, alongside her long record of service and advocacy, she is a natural choice to receive the Status of Women Award of Distinction.