

# Role of the Employment Equity/Procedures Assessors (EE/PA)

## Who can be an EE/PA?

- For an academic appointment: any active or retired member of faculty, library, ancillary academic staff
- For non-union appointments: staff or faculty
- Normally outside of their AAU or Unit
- Appointed by Presidential Commission on Employment Equity (PCEE)

## Committee Examples Requiring an EE/PA

- Academic Appointments
- Academic Administrative Search
- Hiring/Interviewing
- Promotion, Tenure/Permanence, Renewal (PTR)
- Special Appointments

## Time Commitment

- Expect to attend all decision-making meetings
- Time varies depending on type of committee and factors such as the number of candidates (Appointments) and the number of cases (PTR)

## Role of an EE/PA

- A non-voting member of the committee
- A resource person at arm's-length
- Monitor and draw committee's attention to issues on employment equity in terms of fairness applied to all candidates, in particular the designated group members
- Assist the committee in ensuring that the University adheres to the Employment Equity policies, procedures and practices
- Be well-versed in the applicable Senate Bylaws and University's Collective Agreements in order to provide equity related guidance
- Assist the committee in following Positive Obligation requirements
- Ensure availability to speak to PCEE if necessary
- Provide consultation and assistance to the Chair

## University's Employment Equity Commitment

- Committed to equity in its academic policies, practices, and programs;
- Supports diversity in its teaching, learning, and work environments; and
- Ensures that applications from members of traditionally marginalized groups are seriously considered

Those who would contribute to the further diversification of its faculty and its scholarship include, but are not limited to:

- Women;
- Aboriginal peoples;
- Persons with disabilities;
- Members of visible minorities; and
- Members of sexual minority groups

Priority will be given to  
Canadians Citizens or  
Permanent Residents  
of Canada

## Why should you volunteer to be an EE/PA?

- To ensure the practice of fairness and equity
- To support, reinforce and strengthen equity culture
- To enhance the diverse demographic composition of our University
- To acquire expertise and knowledge in the hiring process, policies and practices at the University
- To become familiar with different AAU/Unit cultures
- To meet other colleagues
- To enhance your University service record
- To give back to the University community and pay it forward.....