



University  
of Windsor

# Employment Equity Report 2012



Office of Human Rights, Equity and Accessibility (OHREA)

[www.uwindsor.ca/ohrea](http://www.uwindsor.ca/ohrea)



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## INTRODUCTION

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In keeping with the Employment Equity Act (S.C. 1995) and the Federal Contractors Program (FCP), the University of Windsor is committed to employment equity and continues to strive to achieve equality within its workforce so that no person is denied employment opportunities for reasons unrelated to ability.

Since the inception of the FCP in 1986, the University of Windsor has followed its regulations, which currently requires that employers with more than 100 employees who have secured federal goods or services contracts of more than \$200,000 are required to ensure employment equity is implemented within their organization by addressing employment disadvantages for the four designated groups: women, Aboriginal peoples, persons with disabilities and members of visible minorities. At the time of this reporting period (January 1 through December 31, 2012) the University was also a signatory of the FCP.

## WORKFORCE REPRESENTATION

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In 2006, the University undertook its fourth Employment Equity Workforce Census during the week of April 3-7, 2006. During this time the University collected confidential employment equity data through the voluntary self-identification employment equity survey which was available both online and in hard copy. The survey asked participants to identify which of the designated groups they represented (if any). While the completion of the employment equity survey, in whole or part, was voluntary the return of the employment equity survey was mandatory. For those individuals employed after April 3-7, 2006, the University continued to collect confidential employment equity data from all newly hired staff and faculty in order to ensure the data was kept up to date. The return rate for the employment equity census for new employees in 2012 was 78%. As well, employees could update their information at any time by contacting OHREA.

### **Overall Representation**

Each position at the University of Windsor is assigned a code using the National Occupational Classification (NOC) system. NOC codes are then categorized under larger sections within the fourteen Employment Equity Occupational Groups (EEOGs) as outlined by Human Resources and Skills Development Canada (HRSDC). These EEOG codes take into consideration a number of criteria including job requirements and educational requirements.

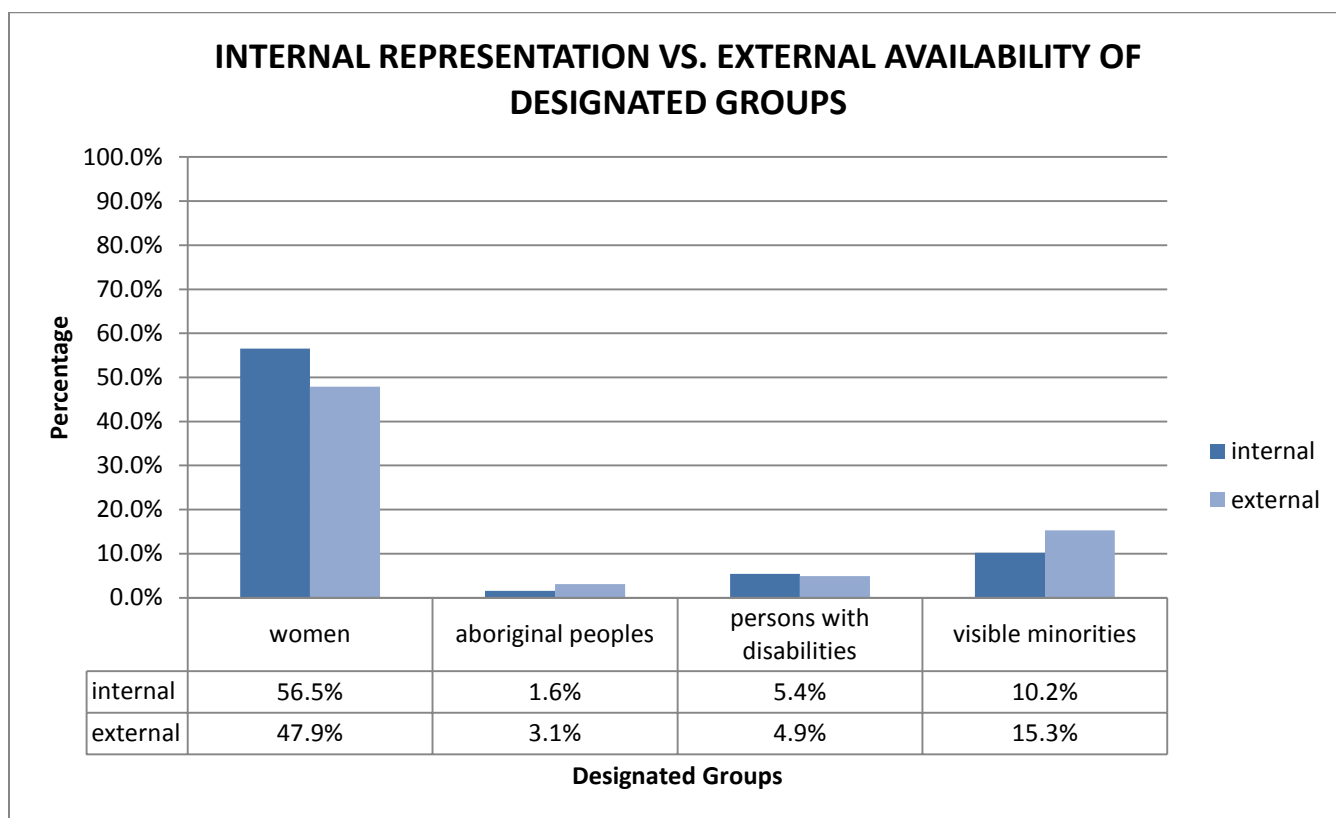
In order to conduct a workforce analysis and report on the representation of the designated groups within the respective EEOGs, the University of Windsor's internal workforce data, based on voluntary self-identification, is compared against the external Labour Market Availability (LMA) provided by Statistics Canada. For this reporting period the data available from Statistics Canada is based on the 2006 Census and 2006 Participation and Activity Limitation Survey (PALS). The data from the 2011 National Household Survey is not yet available but is expected to be available for the 2013 Employment Equity Census Report.

## 2012 REPRESENTATION AND LABOUR MARKET AVAILABILITY COMPARISONS

The workforce analyses that follows compares the current representation of designated group members at the University with the external LMA within each of the fourteen Employment Equity Occupational Groups (EEOG) for the reporting period January 1 through December 31, 2012.

Figure 1 provides an overview of the internal data representation for each of the designated groups compared to the overall national labour market availability data:

**FIGURE 1: OVERALL DESIGNATED GROUP PROFILE**



As is noted in Figure 1 above:

- Women make up 56.5% of the University of Windsor's workforce compared to 47.9% available in the national external workforce pool,
- Aboriginal peoples comprise 1.6% of the internal representation compared to 3.1%,
- Persons with disabilities comprise 5.4% of the internal representation compared to 4.9% and;
- Visible minorities comprise 10.2% of the internal representation compared to 15.3%.

**TABLE/CHART 1: OVERALL UNIVERSITY WORKFORCE REPRESENTATION BY EEOG**

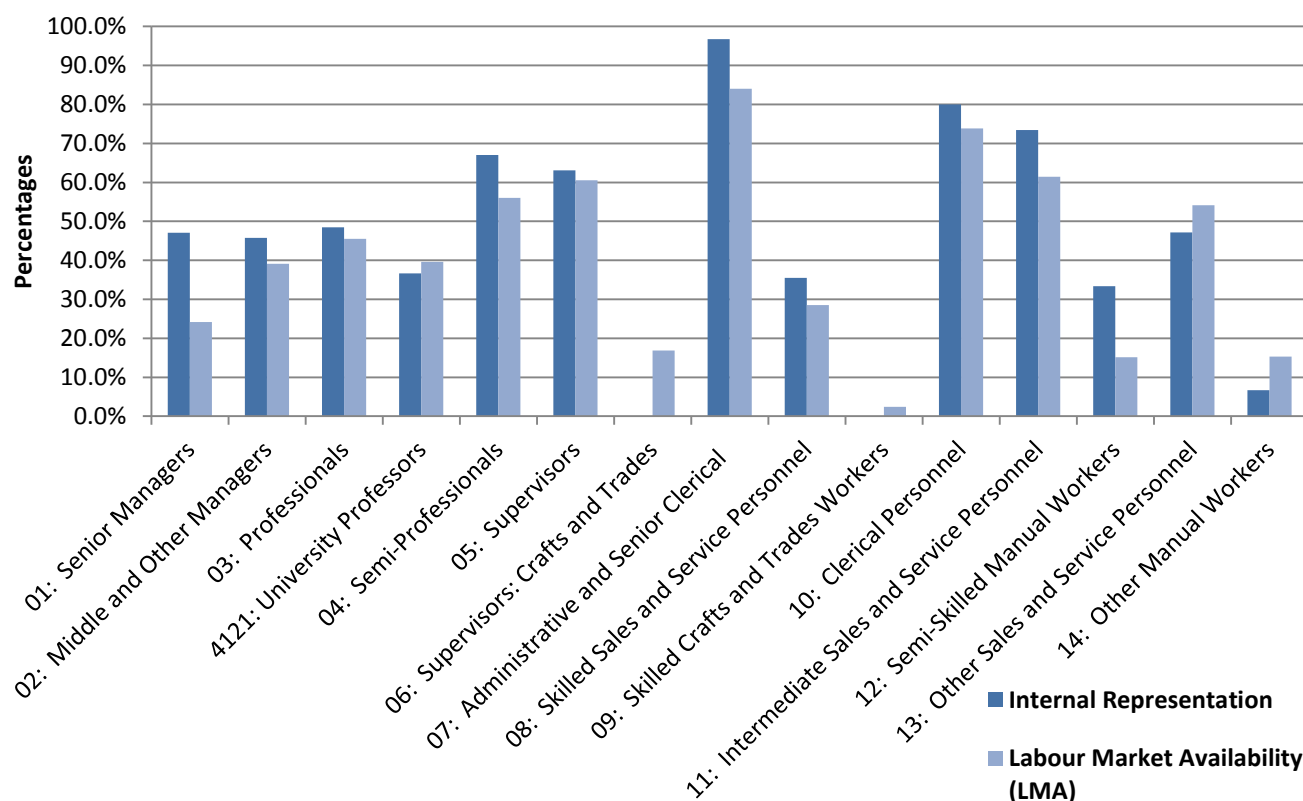
Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	17	47.1%	0.0%	5.9%	5.9%
02: Middle and Other Managers	83	45.8%	0.0%	10.8%	3.6%
03: Professionals	1326	48.6%	0.9%	11.2%	3.4%
<i>4121: University Professors*</i>	<i>502</i>	<i>36.9%</i>	<i>1.2%</i>	<i>20.3%</i>	<i>4.8%</i>
04: Semi-Professionals	97	67.0%	1.0%	7.2%	2.1%
05: Supervisors	46	63.0%	0.0%	2.2%	6.5%
06: Supervisors: Crafts and Trades	5	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	216	97.2%	0.9%	6.0%	7.9%
08: Skilled Sales and Service Personnel	31	35.5%	3.2%	16.1%	3.2%
09: Skilled Crafts and Trades Workers	41	0.0%	4.9%	2.4%	9.8%
10: Clerical Personnel	150	80.0%	0.7%	6.0%	8.7%
11: Intermediate Sales and Service Personnel	188	73.4%	4.3%	12.8%	8.5%
12: Semi-Skilled Manual Workers	3	33.3%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	123	47.2%	5.7%	14.6%	15.4%
14: Other Manual Workers	15	6.7%	20.0%	20.0%	13.3%
<b>Total (EEOG 01-14)</b>	<b>2341</b>	<b>56.5%</b>	<b>1.6%</b>	<b>10.2%</b>	<b>5.4%</b>

\*The category of '4121: University Professors' provides a further breakdown of the 'Employment Equity Occupational Group 03: Professionals' within which University Professors are included. The types of University Professors that pertain to the category of '4121: University Professors' include both tenured track and limited term and are as follows: Assistant Professor, Associate Professor, Full Professor, Lecturer, and Special Instructor. The category of '4121 University Professors' does not include Ancillary Academic Staff, Sessional Lecturers or Sessional Instructors. Further information on the latter groups can be found in Table/Chart 6.

**TABLE /CHART 2: WOMEN - INTERNAL REPRESENTATION VS. LABOUR MARKET AVAILABILITY**

Employment Equity Occupational Group - <b>Women</b>	All Employees	Internal Representation	Labour Market Availability (LMA)	Location of Recruitment
	#	%	%	
01: Senior Managers	17	47.1%	24.2%	National
02: Middle and Other Managers	83	45.8%	39.1%	National
03: Professionals	1326	48.5%	45.5%	National
<i>4121: University Professors</i>	<i>502</i>	<i>36.9%</i>	<i>39.6%</i>	<i>National</i>
04: Semi-Professionals	97	67.0%	56.0%	Provincial
05: Supervisors	46	63.0%	60.5%	Windsor
06: Supervisors: Crafts and Trades	5	0.0%	16.9%	Provincial
07: Administrative and Senior Clerical	216	96.8%	84.0%	Windsor
08: Skilled Sales and Service Personnel	31	35.5%	28.5%	Provincial
09: Skilled Crafts and Trades Workers	41	0.0%	2.4%	Provincial
10: Clerical Personnel	150	80.0%	73.8%	Windsor
11: Intermediate Sales and Service Personnel	188	73.4%	61.4%	Windsor
12: Semi-Skilled Manual Workers	3	33.3%	15.1%	Windsor
13: Other Sales and Service Personnel	123	47.2%	54.1%	Windsor
14: Other Manual Workers	15	6.7%	15.3%	Windsor
<b>Total (EEOG 01-14)</b>	<b>2341</b>	<b>56.5%</b>	<b>47.9%</b>	

## EEOGs - Women (Internal Representation vs. LMA)



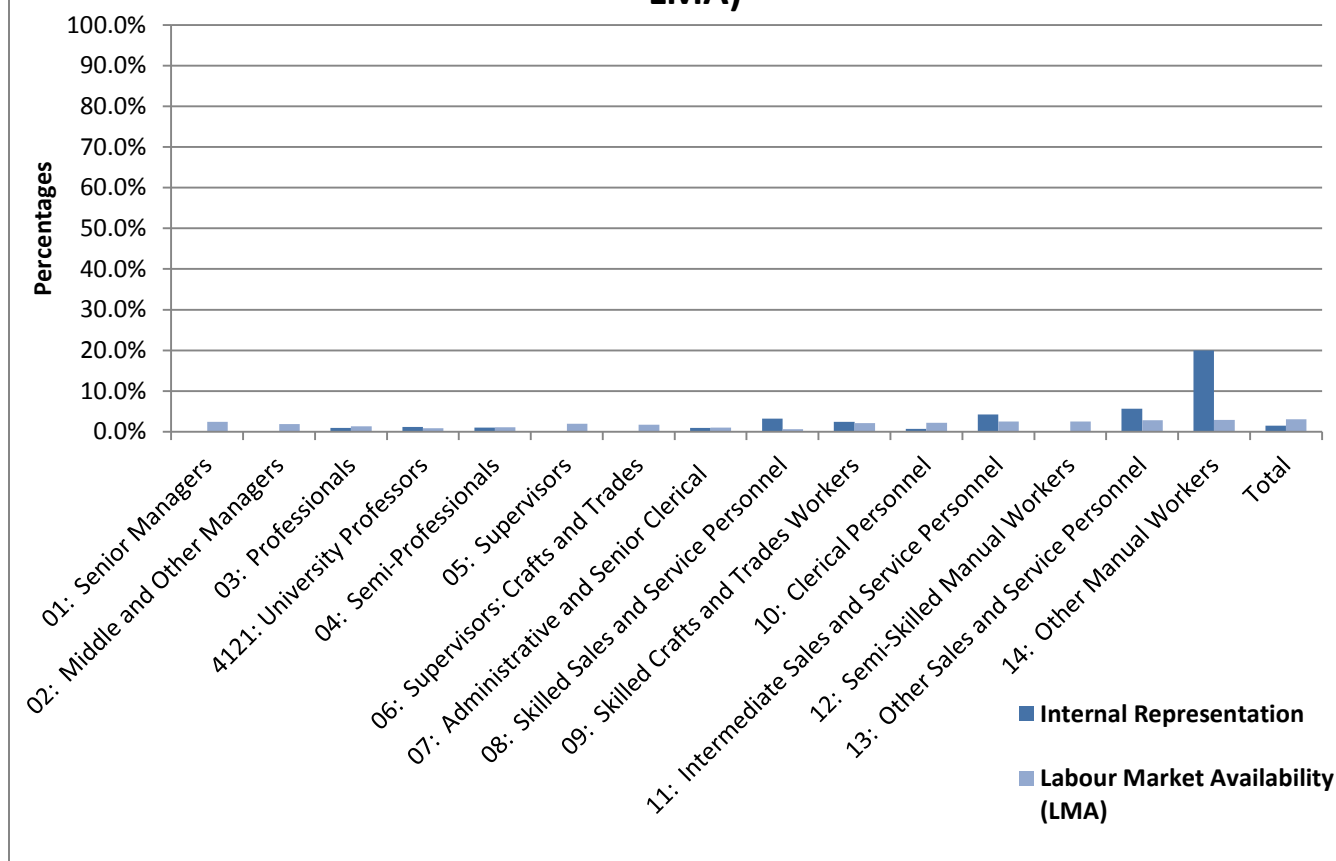
Although 'Women' are the highest internally represented designated group across campus at 56.5%, there continues to be areas of underrepresentation for women as is highlighted above in Table/Chart 2. In particular, within the category of Professionals (EEOG 03), women as University Professors have an internal representation of 34.9% compared to a national labour market availability of 39.6%. The category of Supervisors: Crafts and Trades (EEOG 06) are significantly underrepresented with an internal representation of 0% compared to a provincial labour market availability of 16.9%. The category of Skilled Crafts and Trades Workers (EEOG 09) is also underrepresented with an internal representation of 0% compared to a provincial labour market availability of 2.4%. Lastly the category of Other Manual Workers (EEOG 14) is underrepresented with an internal representation of 6.7% compared to a local labour market availability of 15.3%. In contrast women are over-represented in categories that have historically been occupied by women such as Administrative and Senior Clerical (EEOG 07) and Intermediate Sales and Service Personnel (EEOG 11).

The University has made some significant strides for women in Employment Equity Occupational Groups for Senior Managers (EEOG 01), Middle and Other Managers (EEOG 2), Professionals (EEOG 3) as an overall category, and Semi-Professionals (EEOG 04).

**TABLE /CHART 3: ABORIGINAL PEOPLES - INTERNAL REPRESENTATION VS. LABOUR MARKET AVAILABILITY**

Employment Equity Occupational Group - <b>Aboriginal Peoples</b>	All Employees	Internal Representation	Labour Market Availability (LMA)	Location of Recruitment
	#	%	%	
01: Senior Managers	17	0.0%	2.4%	National
02: Middle and Other Managers	83	0.0%	1.9%	National
03: Professionals	1326	0.9%	1.3%	National
<i>4121: University Professors</i>	<i>502</i>	<i>1.2%</i>	<i>0.9%</i>	<i>National</i>
04: Semi-Professionals	97	1.0%	1.1%	Provincial
05: Supervisors	46	0.0%	2.0%	Windsor
06: Supervisors: Crafts and Trades	5	0.0%	1.7%	Provincial
07: Administrative and Senior Clerical	216	0.9%	1.0%	Windsor
08: Skilled Sales and Service Personnel	31	3.2%	0.6%	Provincial
09: Skilled Crafts and Trades Workers	41	2.4%	2.1%	Provincial
10: Clerical Personnel	150	0.7%	2.2%	Windsor
11: Intermediate Sales and Service Personnel	188	4.3%	2.5%	Windsor
12: Semi-Skilled Manual Workers	3	0.0%	2.5%	Windsor
13: Other Sales and Service Personnel	123	5.7%	2.8%	Windsor
14: Other Manual Workers	15	20.0%	2.9%	Windsor
<b>Total (EEOG 01 -14)</b>	<b>2341</b>	<b>1.6%</b>	<b>3.1%</b>	

## EEOGs - Aboriginal Peoples (Internal Representation vs. LMA)



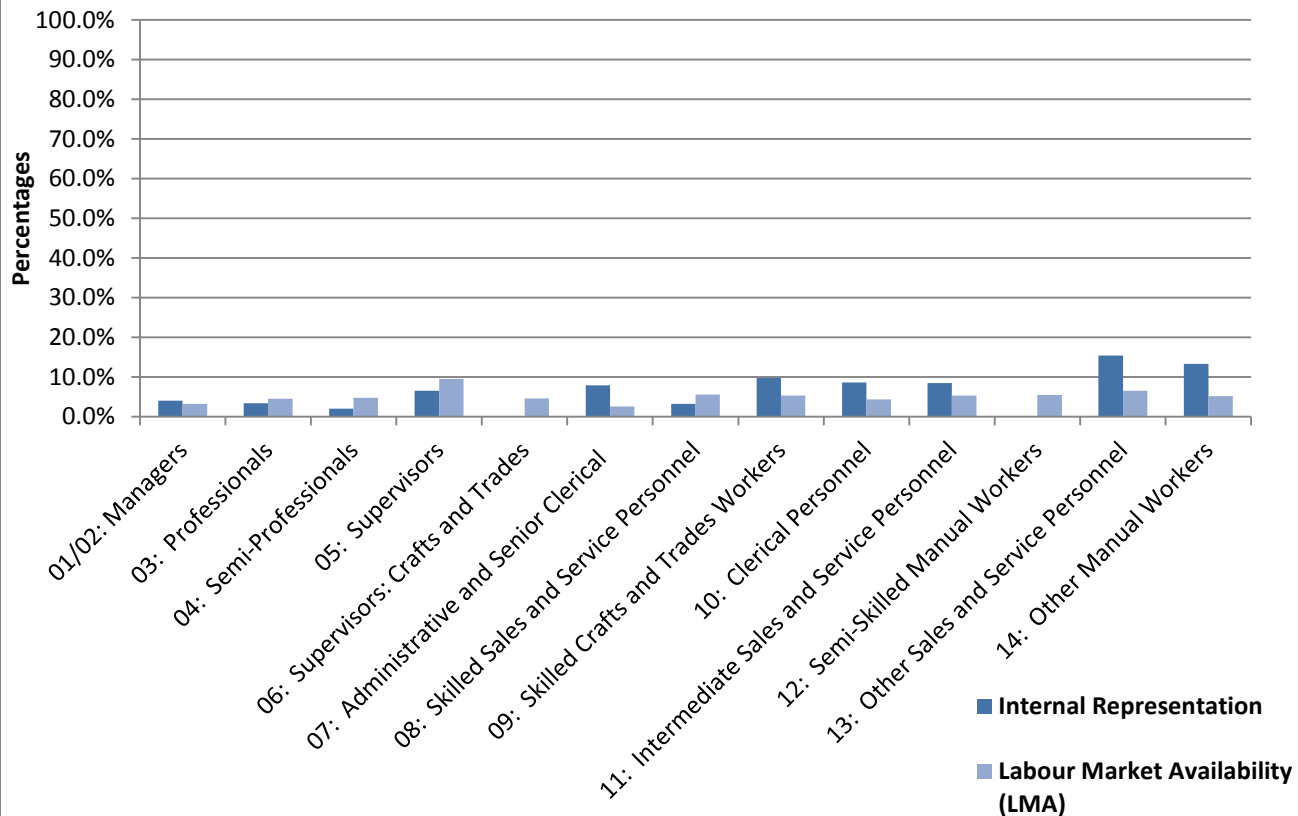
There continues to be significant challenges of underrepresentation for Aboriginal peoples throughout the majority of the Employment Equity Occupational Groups. Most significant is the absence of Aboriginal peoples from leadership positions. In contrast, we see an over-representation of Aboriginal peoples in EEOGs such as Other Manual Workers (EEOG 14) with an internal representation of 20.0% compared to a local labour market availability of 2.9%. Intermediate Sales and Service Personnel (EEOG 11) and Other Sales and Service Personnel (EEOG 13) are also over-represented.

Some more significant strides have been made within the category of Professionals (EEOG 3), specifically University Professors with an overall internal representation of 1.3% compared to a national labour market availability of 0.9%.

**TABLE/CHART 4: PERSONS WITH DISABILITIES - INTERNAL REPRESENTATION VS. LABOUR MARKET AVAILABILITY**

Employment Equity Occupational Group - <b>Persons with Disabilities</b>	All Employees	Internal Representation	Labour Market Availability (LMA)	Location of Recruitment
	#	%	%	
01/02: Managers	100	4.0%	3.2%	National
03: Professionals	1326	3.4%	4.5%	National
04: Semi-Professionals	97	2.1%	4.8%	Provincial
05: Supervisors	46	6.5%	9.5%	Windsor
06: Supervisors: Crafts and Trades	5	0.0%	4.6%	Provincial
07: Administrative and Senior Clerical	216	7.9%	2.6%	Windsor
08: Skilled Sales and Service Personnel	31	3.2%	5.6%	Provincial
09: Skilled Crafts and Trades Workers	41	9.8%	5.3%	Provincial
10: Clerical Personnel	150	8.7%	4.4%	Windsor
11: Intermediate Sales and Service Personnel	188	8.5%	5.3%	Windsor
12: Semi-Skilled Manual Workers	3	0.0%	5.5%	Windsor
13: Other Sales and Service Personnel	123	15.4%	6.5%	Windsor
14: Other Manual Workers	15	13.3%	5.2%	Windsor
<b>Total (EEOG 01-14)</b>	<b>2341</b>	<b>5.4%</b>	<b>4.9%</b>	

## EEOGs - Persons with Disabilities (Internal Representation vs. LMA)

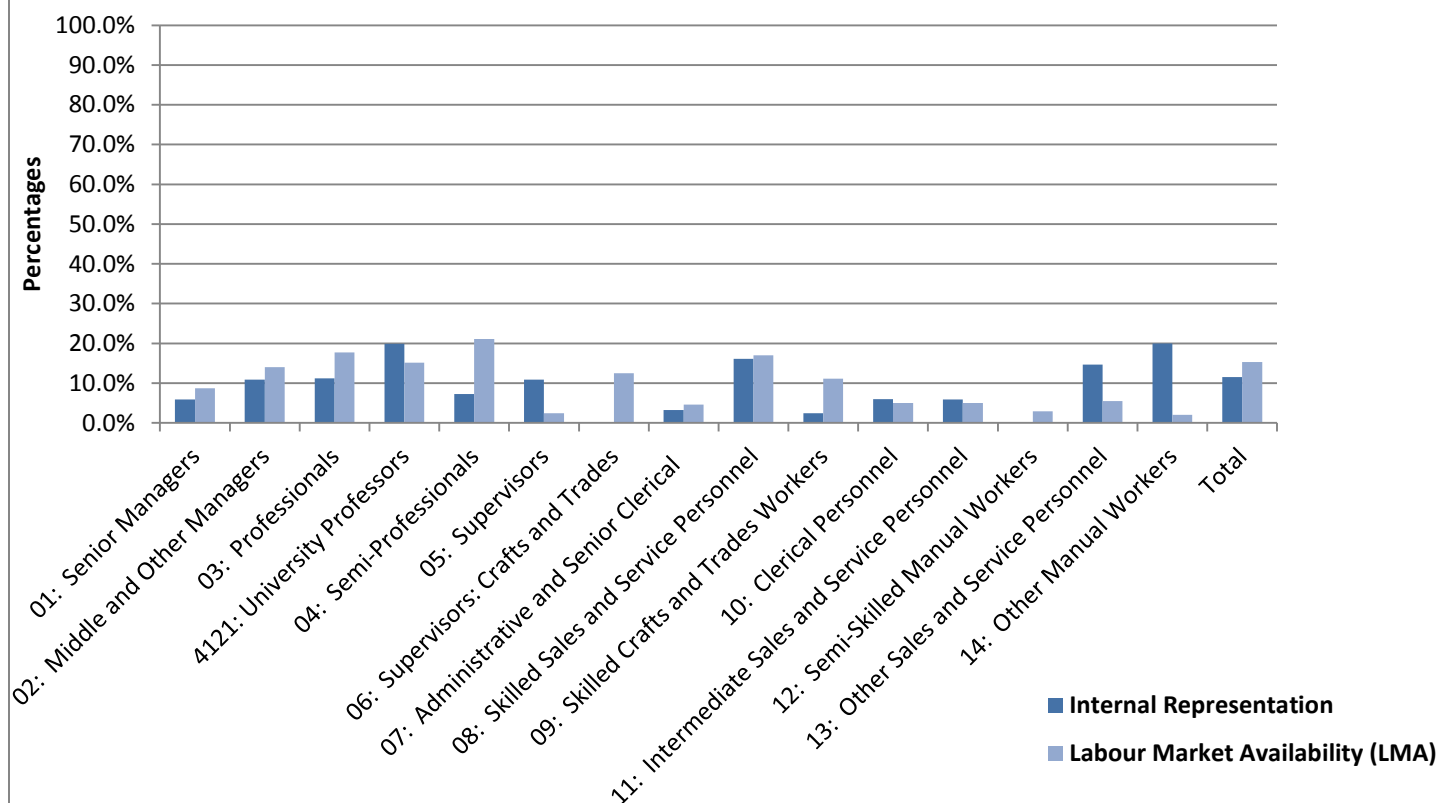


As is highlighted in Table/Chart 4, overall, persons with disabilities are internally represented. With respect to the breakdown of internal representation for the Employment Equity Occupational Categories, there continues to be specific challenges with respect to a significant underrepresentation of persons with disabilities for Supervisors: Crafts and Trades (EEOG 6) where the internal representation is 0.0% whereas the provincial labour market availability is 4.6%. As well, there is also underrepresentation for Semi-Skilled Manual Workers (EEOG 12) where the internal representation is 0.0% whereas the local labour market availability is 5.5%.

**TABLE/CHART 5: VISIBLE MINORITIES - INTERNAL REPRESENTATION VS. LABOUR MARKET AVAILABILITY**

Employment Equity Occupational Group - <b>Visible Minorities</b>	All Employees	Internal Representation	Labour Market Availability (LMA)	Location of Recruitment
	#	%	%	
01: Senior Managers	17	5.9%	8.7%	National
02: Middle and Other Managers	83	10.8%	14.0%	National
03: Professionals	1326	11.2%	17.7%	National
<i>4121: University Professors</i>	<i>502</i>	<i>19.9%</i>	<i>15.1%</i>	<i>National</i>
04: Semi-Professionals	97	7.2%	21.1%	Provincial
05: Supervisors	46	10.9%	2.4%	Windsor
06: Supervisors: Crafts and Trades	5	0.0%	12.5%	Provincial
07: Administrative and Senior Clerical	216	3.2%	4.6%	Windsor
08: Skilled Sales and Service Personnel	31	16.1%	17.0%	Provincial
09: Skilled Crafts and Trades Workers	41	2.4%	11.1%	Provincial
10: Clerical Personnel	150	6.0%	5.0%	Windsor
11: Intermediate Sales and Service Personnel	188	5.9%	5.0%	Windsor
12: Semi-Skilled Manual Workers	3	0.0%	2.9%	Windsor
13: Other Sales and Service Personnel	123	14.6%	5.5%	Windsor
14: Other Manual Workers	15	20.0%	2.0%	Windsor
<b>Total (EEOG 01-14)</b>	<b>2341</b>	<b>10.2%</b>	<b>15.3%</b>	

## EEOGs - Visible Minorities (Internal Representation vs. LMA)



As highlighted in Table/Chart 5, overall, visible minorities are internally underrepresented in comparison to the labour market availability. In particular, there are significant categories of underrepresentation with respect to the Employment Equity Occupational groups such as: Senior Managers (EEOG 01), Middle and Other Managers (EEOG 02) and Professionals (EEOG 03). Within the category of Professionals, there have been more significant strides for the University Professors made for visible minorities with an internal representation of 21.0% compared to a national labour market availability of 15.1%. Other categories of significant underrepresentation include: Administrative and Senior Clerical (EEOG 07) and Skilled Crafts and Trades Workers (EEOG 09).

Table/Chart 4 also highlights categories of over-representation particularly in the Employment Equity Occupational groups of: Clerical Personnel (EEOG 10), Intermediate Sales and Service Personnel (EEOG 11), Semi-Skilled Manual Workers (EEOG 12) and Other Sales and Service Personnel (EEOG 13).

Some more significant strides have also been made in the category of Supervisors (EEOG 5).

**TABLE/CHART 6: FACULTY**

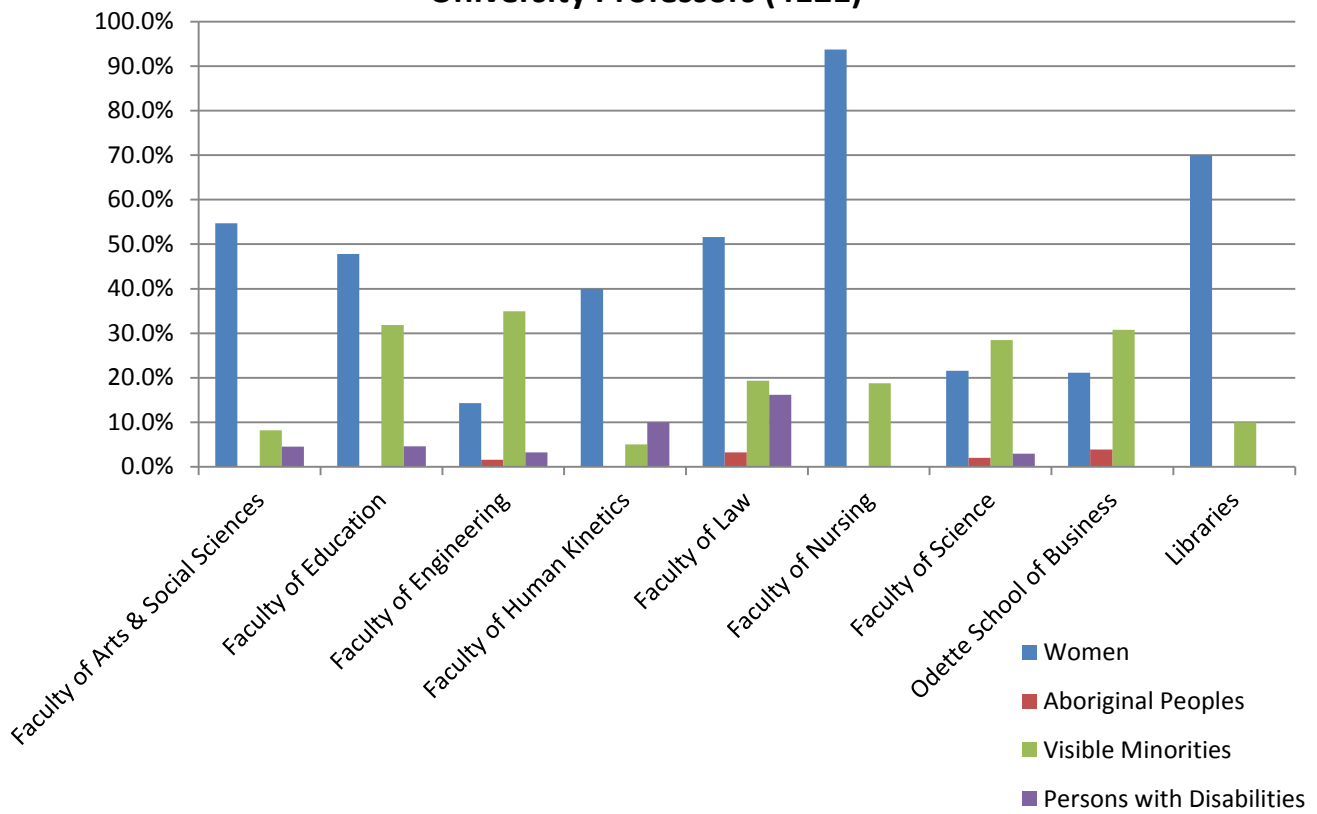
<b>DESIGNATED GROUP PROFILE - FACULTY</b>				
	<b>Women</b>	<b>Aboriginal Peoples</b>	<b>Visible Minorities</b>	<b>Persons with Disabilities</b>
<b>NOC #4121</b>				
Faculty of Arts & Social Sciences	54.7%	0.0%	8.2%	4.5%
Faculty of Education	47.8%	0.0%	31.8%	4.5%
Faculty of Engineering	14.3%	1.6%	34.9%	3.2%
Faculty of Human Kinetics	40.0%	0.0%	5.0%	10.0%
Faculty of Law	51.6%	3.2%	19.4%	16.1%
Faculty of Nursing	93.8%	0.0%	18.8%	0.0%
Faculty of Science	21.6%	2.0%	28.4%	2.9%
Odette School of Business	21.2%	3.8%	30.8%	0.0%
<b>NOC #5111</b>				
Libraries	70.0%	0.0%	10.0%	0.0%
<b>NOC #4122</b>				
Ancillary Academic Staff & Sessional Lecturers*	55.4%	0.0%	3.1%	9.2%
Sessional Instructors*	61.5%	0.0%	2.7%	0.7%

Table/Chart 6 provides a further breakdown of University Professors (EEOG 03 / NOC 4121) for each of the designated groups (women, Aboriginal peoples, persons with disabilities and visible minorities) by Faculty, as well as a breakdown for Librarians (EEOG 03 / NOC 5111).

Table/Chart 6 also provides an overall breakdown of the internal representation of Ancillary Academic Staff, Sessional Lecturers and Sessional Instructors (EEOG 03 / NOC 4122).

\*It is important to note that for Ancillary Academic Staff, Sessional Lecturers and Sessional Instructors the average return rate of the Employment Equity survey was only 38.5% as opposed to an average return rate of 80% for the category of 'University Professors – NOC #4121'.

## Designated Group Profile - Faculty University Professors (4121)



## GENERAL PLANS, TIMELINES AND INITIATIVES

OHREA is in the process of developing a multi-year Employment Equity work plan for 2012-2015. This multi-year plan will outline OHREA's goals which will include continued efforts towards effective integration of the principles of equity, diversity and inclusion throughout the institution. The plan also takes into account the need for coordination and continued partnership with the various employment equity stakeholders at the University of Windsor.

### 2012:

ACTIONS	PARTNERS	TIMELINES
Update EE Self-Identification Survey form	OHREA	March 2012 Done
Update Crystal Reports	OHREA, IT	May 2012 Done
Review/revise EE Self-Identification Survey form	OHREA	Done
Update EE Self-Identification Survey form	OHREA	March 2012 Done
Update the Exit Survey	OHREA	April 2012 Done
Ensure Exit Survey is sent out with cover letter to any missed and present applicable recipients	OHREA	May 2012 Done
Send out Exit Surveys with cover letter to applicable recipients as needed	OHREA	Ongoing As Required
Develop Employment Equity 2012 Annual Plan	OHREA	April 2012 Done
Collect/create and review Organization charts	OHREA	March 2012 Done

STRUCTURE	PARTNERS	TIMELINES
Review RCEE membership and mandate	RCEE	May/June 2012
Review PCEE membership and mandate	OHREA, PCEE	Dec 2012 and ongoing
Create Accessible Employment Committee (AEC) as per revised structure of accessibility committees	OHREA	May 2012
Review the mandate of EE/PAs	OHREA, FR, HR	May 2012 Done
Recruiting campaign of EE/PAs	OHREA, FR, SWDEAC	Feb & March 2012 Done
Update a list of EE/PAs	OHREA Dir &	Fall 2012 (Annually)

	WUFA Pres	Done
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RECRUITMENT	PARTNERS	TIMELINES
1-year review/revise General EE Grid	OHREA, OP	Spring 2012 - DONE
Training for purpose and use of grid	OHREA, OP, PCEE	Nov 2012 – DONE and ongoing
Continue to offer EE sessions for EE/PAs and others involved in hiring/appointments committees (see Professional Development)	OHREA, PCEE, OP, HR, Deans	Dec 2012 - DONE and ongoing

PROFESSIONAL DEVELOPMENT INITIATIVES	PARTNERS	TIMELINES
EE/PA focus Luncheon Forum: EE Overview, Role of the EE/PA, the EE General Grid and Guidelines, FAQs (invitations included Deans, HR, etc.)	OHREA, PCEE, OP, HR, EE/PAs, Deans	Nov 2012 - DONE

## 2013 – Upcoming Year:

ACTIONS	PARTNERS	TIMELINES
Implement automated e-mail for those who have not completed the Self-Identification form	IT	July 2013 Done
Send out Exit Surveys with cover letter to applicable recipients as needed	OHREA	Ongoing As Required
Explore the possibility of providing a link to the Exit Survey on OHREA and Department of Human Resources (HR) websites—consider a temporary code for access within a limited time period.	OHREA, IT, HR	Sept 2013
Explore the feasibility of conducting in-person exit interviews.	OHREA, HR	Sept 2013
Review current processes and explore possibilities for improvements towards streamlined data collection (e.g., NOC/EEOG report)	OHREA, IT, HR	Feb – April 2013 and ongoing
Devise preliminary means of streamlined data collection	IT	Sept 2013
Explore the possibility of creating a quarterly review process for census information & data collection processes	OHREA	Aug 2013
Take new online training tutorials for WEIMS	OHREA	Fall 2013
Develop a University of Windsor EE Multi-Year Plan for 2012, 2013, 2014, and 2015	OHREA	June 2013

Explore general EE best practices from other Universities and Colleges	OHREA	May 2013 Done
Collect/create and review Organization charts	OHREA	May 2013 Done
Preliminary outreach to individual units regarding EE principles, goals and benefits, as well as the development of unit specific goals and timelines	OHREA, HR, Office of Provost	Aug – Nov 2013
Develop templates for unit specific plans	OHREA	Sept 2013
Preliminary outreach to individual bargaining units regarding EE principles, goals and benefits, as well as the development of unit specific goals and timelines	OHREA	Aug – Nov 2013
Undertake a University-wide Workforce Census	OHREA	2013
<b>STRUCTURE</b>	<b>PARTNERS</b>	<b>TIMELINES</b>
Revise Terms of Reference for Employment Equity Coordinating Committee (EECC)	OHREA, HR, EECC	Jan 2013
Create a list of potential EE/PAs Recruit as applicable	OHREA, WUFA, FR	Fall 2013
Update a list of EE/Pas	OHREA Dir & WUFA Pres	Fall 2013 (Annually)
<b>RECRUITMENT</b>	<b>PARTNERS</b>	<b>TIMELINES</b>
Review and revise EE statement for job ads	OHREA, PCEE, OP, HR, AEC, EECC	Oct 2013
Establish an EE informal e-distribution list to alert community members to employment opportunities available at the University	OHREA, HR, OP, Committees	Aug 2013
Develop and share resource lists of media organizations and web sites where advertising for vacant positions can be targeted to EE designated groups	OHREA, HR, Unions, Committees	Sept 2013
<b>COMMUNICATION INITIATIVES</b>	<b>PARTNERS</b>	<b>TIMELINES</b>
Communicate new and existing EE matters and resources across the university community	OHREA	Fall 2013 and ongoing
Work with EECC on possibilities for strengthening communication to/from various groups	OHREA, EECC	Oct 2013 & ongoing
<b>PROFESSIONAL DEVELOPMENT</b>	<b>PARTNERS</b>	<b>TIMELINES</b>
EE Luncheon Forum for EE/PAs and others involved in hiring (invitations to applicable University community personnel)	OHREA, PCEE, OP, HR, EE/PAs, Deans	Nov 2013

## **Current and Future Initiatives:**

The University actively recruits for new talent in ways that market to a wider range of potential applicants within the designated groups. Such positions may be advertised in print media (local, provincial and national), on the University's websites, other relevant websites, listservs and are also forwarded electronically to a number of community partners. OHREA plans to assess this process in 2013-14 to identify any potential areas that can be strengthened in an effort to improve any out-reach to underrepresented designated groups. All university job advertisements include an equity statement along with inviting applicants to self-identify for both staff and faculty positions.

There has also been a continued emphasis on ensuring that there is a greater understanding of the AODA principles - dignity, independence, integration and equality of opportunity. OHREA has been working on the Integrated Accessibility Standards throughout 2012 and has reviewed and updated emergency procedures, plans, and public safety information to ensure the availability of accessible formats. OHREA has also provided individualized workplace emergency response information to employees who have a disability. This also included making sure the campus community was aware that Campus Police and the Office of Health and Safety provide emergency procedures, plans and public safety information in accessible formats upon request. The AODA has announced some updates and the University will work to ensure continued compliance as required.

In February OHREA participated in the Windsor Essex Employment Group (WEEG) meeting of many professionals from across Essex County. This meeting was successful in that it brought attention to the multiple barriers persons with disabilities still face while job searching. There was an emphasis on a variety of ways a person with a disability can be accommodated with relative ease in the workplace. Many local and provincial resources were also featured to raise awareness of support that can be accessed by employers. Once again OHREA participated in the Windsor Essex Employment Group's (WEEG) Face to Face program. This program provides a day of job shadowing experience for individuals with disabilities who are facing employment barriers throughout Windsor and Essex County. The feedback we have received is that this opportunity has proven to be an enriching experience for candidates that participated in the program.

OHREA will conduct a campus wide Employment Equity Census which will take place in the fall of 2013. This census will provide a snapshot at that point in time in terms of the representation of the five designated groups recognized by the University (women, Aboriginal peoples, visible minorities, persons with disabilities and sexual/gender minorities). Once a workforce analysis has been conducted on the 2013 University of Windsor Employment Equity (EE) Census data, a plan can be created to address any areas of under-representation.

The University will also conduct an Employment Systems Review (ESR) which will serve as an additional tool with respect to the planning, integration and implementation of the University of Windsor's Employment Equity Multi-Year Plan and initiatives and the 2013 EE Census will assist in providing a strong foundation for this review. The ESR will be an objective review of the University's systems, policies and practices related to

employment. The ESR will also help to identify where our strengths lie, but at the same time will focus on areas where there may be a need to improve.

## COMMITTEES AND WORKING GROUPS

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OHREA works with a number of cross-functional committees and working groups to promote employment equity.

### Employment Equity Coordinating Committee

The Employment Equity Coordinating Committee (EECC) is the governing body which implements employment equity at the University of Windsor. It is made up of one union representative from each bargaining unit on campus and an equal number of representatives from the administration. The EECC met regularly in 2012 and will continue to do so in 2013. In 2013 there will be a greater emphasis for the EECC to further understand the Employment Equity Reporting System and any updates that occur.

### Presidential Commission on Employment Equity

The Presidential Commission on Employment Equity (PCEE) monitors all faculty appointed processes to ensure that appointment committees adhere to procedures, fairness and equity.

### Employment Equity/Procedures Assessors

Employment Equity/Procedures Assessors (EE/PA) monitor and help to ensure that each appointment committee follows procedures in fairness and equity. EE/PAs also serve on promotion and tenure committees.

In November of 2012 OHREA provided a half day training session for new and current EE/PAs. The University of Windsor's General Grid was a strong focus of the training and there was a review of policies and procedures, employment equity principles, challenges, and the vision of the University. Another EE/PA training is being planned for the fall of 2013.

### Review Committee on Employment Equity

The University has a Review Committee on Employment Equity (RCEE). This RCEE reviews and monitors the equity progress of Academic Administrative Units (AAUs) and Libraries.

### Status of Women, Diversity and Equity Action Committee

The Status of Women, Diversity and Equity Action Committee (SWDEAC), a committee of the Windsor University Faculty Association, supports their membership by being more aware of effective measures for improving inclusiveness and equality.

## IN CLOSING

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There are many initiatives that were implemented in 2012 and numerous more that are ongoing in support of employment equity at the University of Windsor. Having a clear indication of the University population and where people are across the campus in regards to the designated groups is important. The University of Windsor remains committed to employment equity, and thus will continue to work with employees, as well as community partners, to strengthen employment equity principles.