



University  
of Windsor

# EMPLOYMENT EQUITY REPORT 2015



Office of Human Rights, Equity & Accessibility (OHREA)

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

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## **Introduction**

### **University of Windsor Commitment to Equity, Diversity & Inclusion**

The University of Windsor is a diverse and inclusive campus community that is committed to equity, diversity & inclusion in its teaching, learning, researching and work environments. The University of Windsor campus, along with the Windsor-Essex community is one of the most diverse communities in the country.<sup>1</sup>

### **Employment Equity Survey**

All employees hired at the University of Windsor are required to respond and submit an Employment Equity Survey for self-identification. The Employment Equity Survey is accessible both online and in hard copy. Responding to the Employment Equity Survey is voluntary. However, each employee is required to submit the survey whether it is completed in full, partially completed or declined by selecting “I choose not to answer the questions in this survey at this time.” Employees may update their survey responses at any time as needed.

The University of Windsor also conducts a campus-wide Employment Equity Census survey. The most recent campus-wide Census was conducted in 2013.<sup>2</sup> Prior to that, a Census was conducted in 2006 and 2001. The Employment Equity Census invites current employees, who worked for a period of 12 weeks or more, to participate in responding to the survey. This allows employees to respond and submit their survey if they had not completed it upon their date of hire, and gives an opportunity for others to update their status if needed.

Terminology and definitions used in the Employment Equity Survey and for the Employment Equity Report are derived from the Federal Contractors Program and Employment Equity Act. Thus, the four federally designated groups are identified as women, Aboriginal peoples, visible minorities and persons with disabilities.

This employment equity report contains data on the overall representation of the University of Windsor employees as of December 31, 2015.

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<sup>1</sup> [http://www.ontarioimmigration.ca/en/living/OI\\_HOW\\_LIVE\\_WINDSOR.html](http://www.ontarioimmigration.ca/en/living/OI_HOW_LIVE_WINDSOR.html)

<sup>2</sup> [http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/ee\\_census\\_2013\\_report\\_final.pdf](http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/ee_census_2013_report_final.pdf)

## **Federal Contractor's Program**

The University of Windsor had been a signatory of the Federal Contractor's Program (FCP) since 1986. However, in 2013 the FCP implemented changes to its program. One of the changes in particular was to increase the contract threshold from \$200,000 to \$1,000,000<sup>3</sup>. As a result of this change, the University is no longer a signatory with the FCP. Regardless of the changes to the FCP, the University is committed to employment equity by being 'FCP ready' with respect to the compliance of key requirements of the program. This may include the following<sup>4</sup>:

- Collecting workforce information
- Completing a workforce analysis
- Establish short-term and long-term numerical goals
- Make reasonable progress and reasonable efforts

By being 'FCP ready', the University will be eligible to bid on certain contracts and if awarded, the University would then be subject to the FCP and required to fulfill the FCP requirements. Also, there are federal departments who still operate under the \$200,000 threshold. For instance, a university institution encountered a federal department that still operates under the \$200,000 threshold, and were therefore required to be FCP complaint.

## **Workforce Analysis**

### **Collection of Workforce Data**

The University collects data from all employees using the Employment Equity Census and the University of Windsor Employment Equity Survey. The survey invites employees to voluntarily indicate whether they are a member of a "designated group". The four federally designated groups identified by the Employment Equity Act are women, Aboriginal peoples, visible minorities and persons with disabilities. An individual may be a member of more than one designated group.

The University of Windsor has also included sexual/gender minorities as a fifth designated group. However, this information is not reported in the Employment Equity Report, as there are no available external workforce data to provide an external comparator. The external workforce data is derived from the Census conducted by Statistics Canada. The Census does not include information on sexual/gender minorities. Therefore, there is an inability to perform a workforce analysis for sexual/gender minorities.

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<sup>3</sup> <https://www.canada.ca/en/treasury-board-secretariat/services/policy-notice/2013-3.html>

<sup>4</sup> <https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html>

Using the guidelines provided through the FCP, the University of Windsor internal representation is the collection of data comprised of the following:

- Permanent full time employees
- Permanent part time employees
- Temporary limited term appointments that are greater than 12 weeks
- All sessional instructors are included
- Student employments are not included

The data contained in this report shows that there are approximately 2800 employees at the University of Windsor. Approximately 1400 are staff and approximately 1400 are faculty and librarians.

### **Conducting the Workforce Analysis**

A workforce analysis was conducted by comparing the University of Windsor workforce internal representation percentages to the external workforce availability labour pool percentages of the four federally designated group members. This comparison allows the institution to identify where gaps and underrepresentation may be present of the designated group members within the University's workforce.

In keeping with the guidelines of the FCP, the internal representation percentages of the designated groups are collected from the Employment Equity Census and Survey. However, following the best practices outlined in the FCP, the data on women in this report are extracted from the University of Windsor Human Resources Information System (HRIS). It is important to note that the HRIS does not currently collect and store data on gender identity beyond the options of female and male for faculty/librarians and staff.

In this report, the external workforce availability labour pool percentages are collected from the most current data from Statistics Canada. The estimates for three of the four employment equity designated groups (women, Aboriginal people and visible minorities) are derived from the 2011 National Household Survey (NHS 2011). The estimates for persons with disabilities are derived from the 2012 Canadian Survey on Disability (CSD 2012).

## Identifying Gaps and Underrepresentation

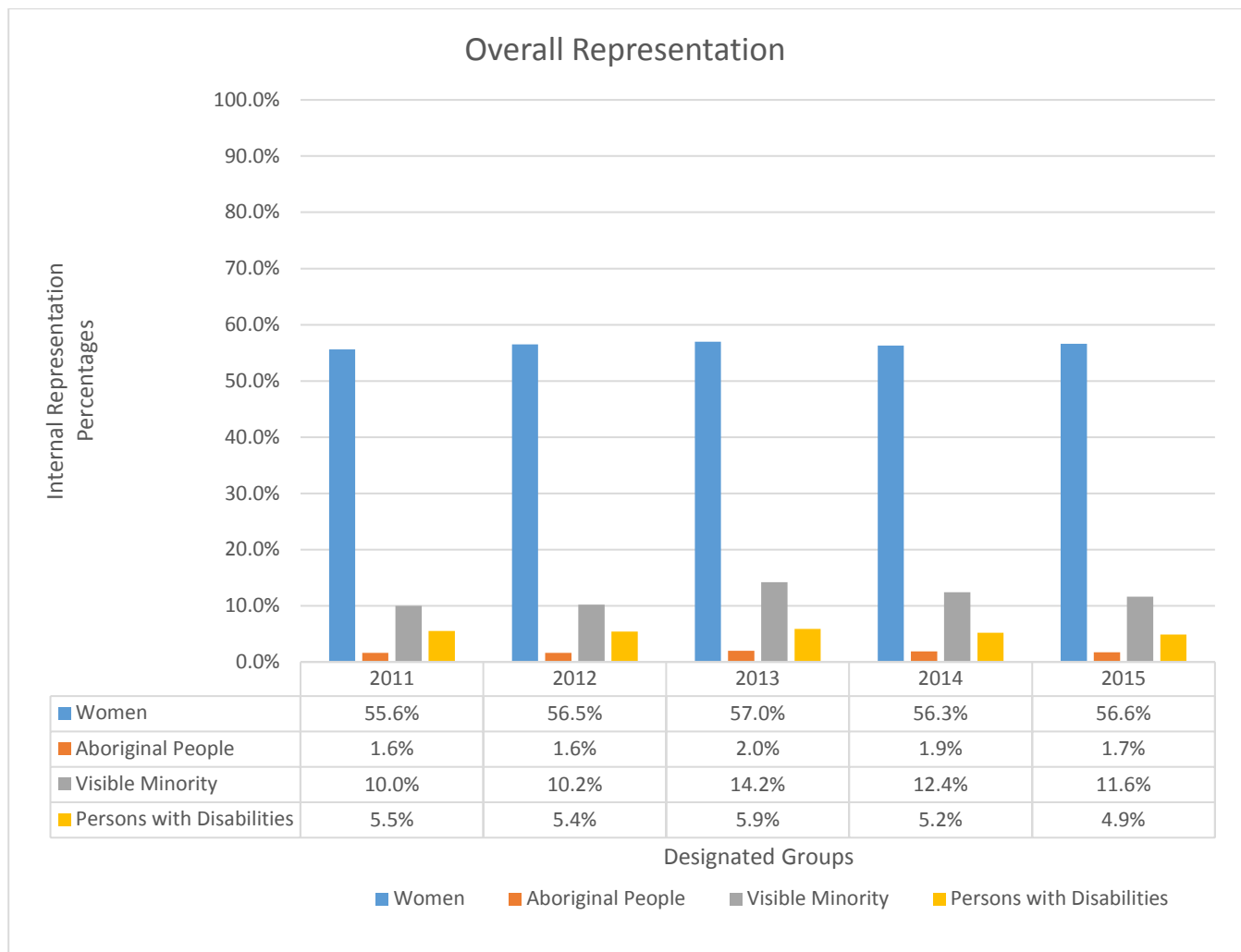
Gaps and underrepresentation are highlighted by calculating the difference between the internal representation percentages among University employees and the external representation percentages of individuals in the workforce available through Statistics Canada. Gaps in representation happen when the internal representation is less than the external workforce availability, resulting in a negative number.

Following the recommendations of the FCP, the severity of the gap is measured in two ways to determine how significant the underrepresentation is. The severity ratio is measured by calculating a percentage of how close the employment equity designated group is to full representation in a particular occupation.<sup>5</sup> Where the rate is less than 100% but greater than 80%, the less severe the underrepresentation. Where the rate is less than 80%, under-representation is considered to be significant.

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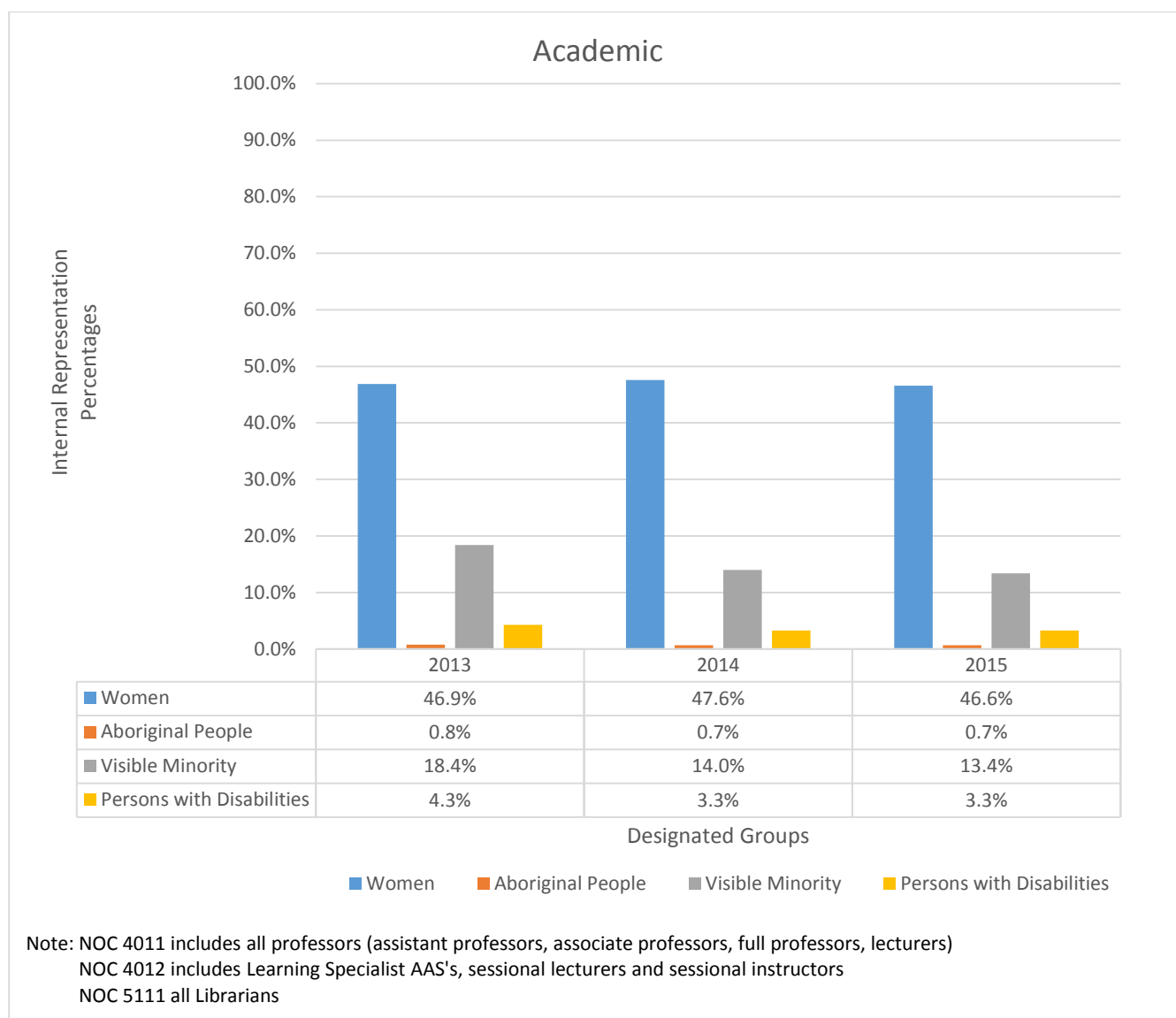
<sup>5</sup> <https://equity.esdc.gc.ca/docs/Step2-1EnV3.pdf>

## Progression Charts



The Overall Representation of the University of Windsor workforce is shown in the chart above. As can be seen, the progression in the 5 years has been steady with a slight percentage change each year within the three designated groups women, Aboriginal people and persons with disabilities. However, in the designated group visible minority, there was a considerable increase from 2012 to 2013 and a noticeable decline from 2013 to 2015.

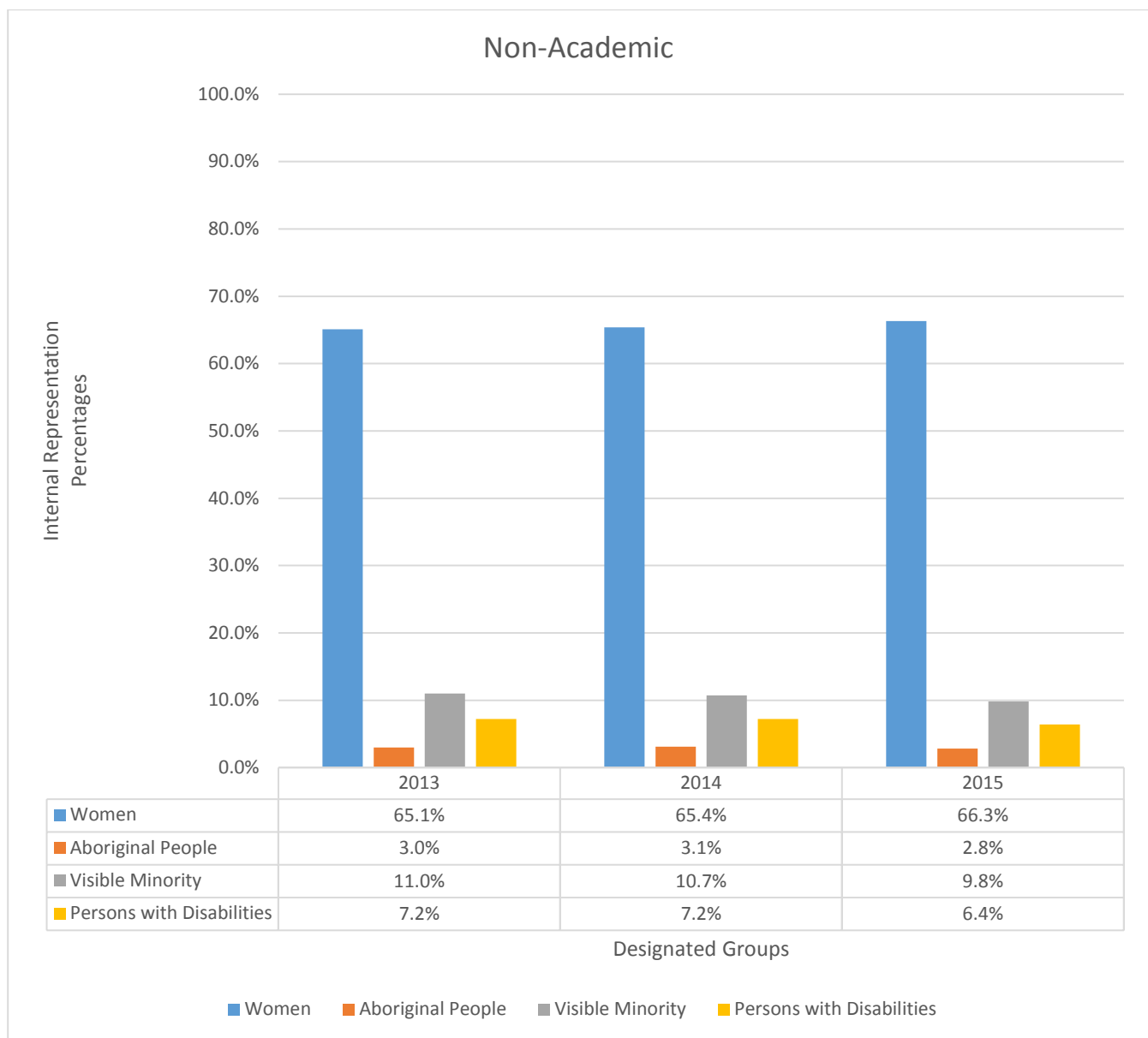
- Women: the highest percentage was in 2013 at 57.0% and the lowest percentage was in 2011 at 55.6%
- Aboriginal People: the highest percentage was in 2013 at 2.0% and the lowest percentage was in 2011 and 2012 at 1.6%
- Visible Minorities: the highest percentage was in 2013 at 14.2% and the lowest percentage was in 2011 at 10.0%
- Persons with Disabilities: the highest percentage was in 2013 at 5.9% and the lowest percentage was in 2015 at 4.9%



The chart above shows the internal representation of Academic employees at the University of Windsor. This includes all employees in NOC 4011, 4012 and 5111. In the 3 years there has been a modest percentage change in the designated groups women, Aboriginal people and persons with disabilities. However, in the designated group visible minority, there was a significant decrease from 2013 to 2015.

- Women: the highest percentage was in 2014 at 47.6% and the lowest percentage was in 2015 at 46.6%
- Aboriginal People: the highest percentage was in 2013 at 0.8% and the lowest percentage was in 2014 and 2015 at 0.7%
- Visible Minorities: the highest percentage was in 2013 at 18.4% and the lowest percentage was in 2015 at 13.4%
- Persons with Disabilities: the highest percentage was in 2013 at 4.3% and the lowest percentage was in 2014 and 2015 at 3.3%



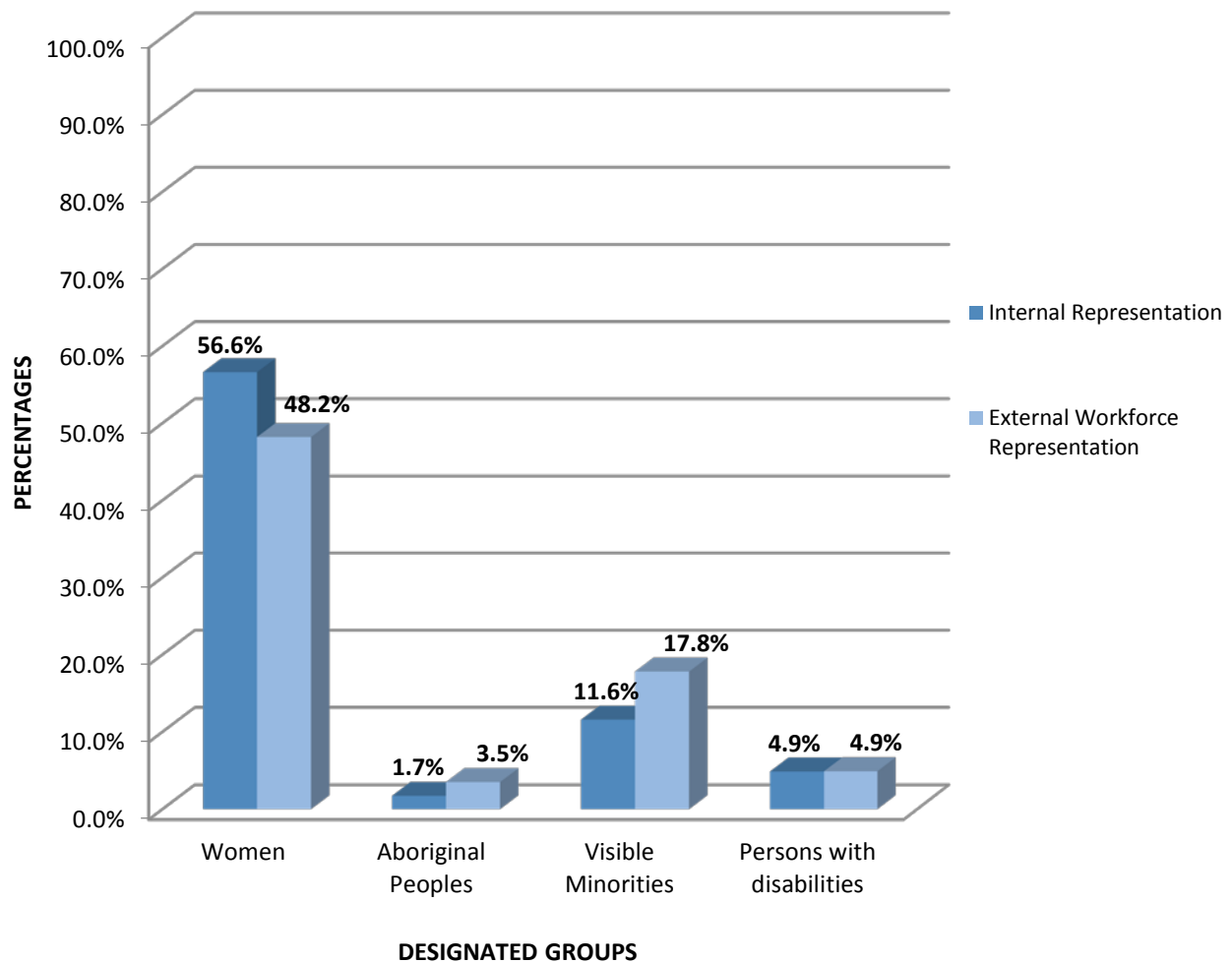


Similar to the previous two charts, there has been a consistent minimal percentage change in the three designated groups women, Aboriginal peoples and persons with disabilities. The designated group visible minorities there was an apparent decrease from 2013 to 2015.

- Women: the highest percentage was in 2015 at 66.3% and the lowest percentage was in 2013 at 65.1%
- Aboriginal People: the highest percentage was in 2014 at 3.1% and the lowest percentage was in 2015 at 2.8%
- Visible Minorities: the highest percentage was in 2013 at 11.0% and the lowest percentage was in 2015 at 9.8%
- Persons with Disabilities: the highest percentage was in 2013 and 2014 at 7.2% and the lowest percentage was in 2015 at 6.4%

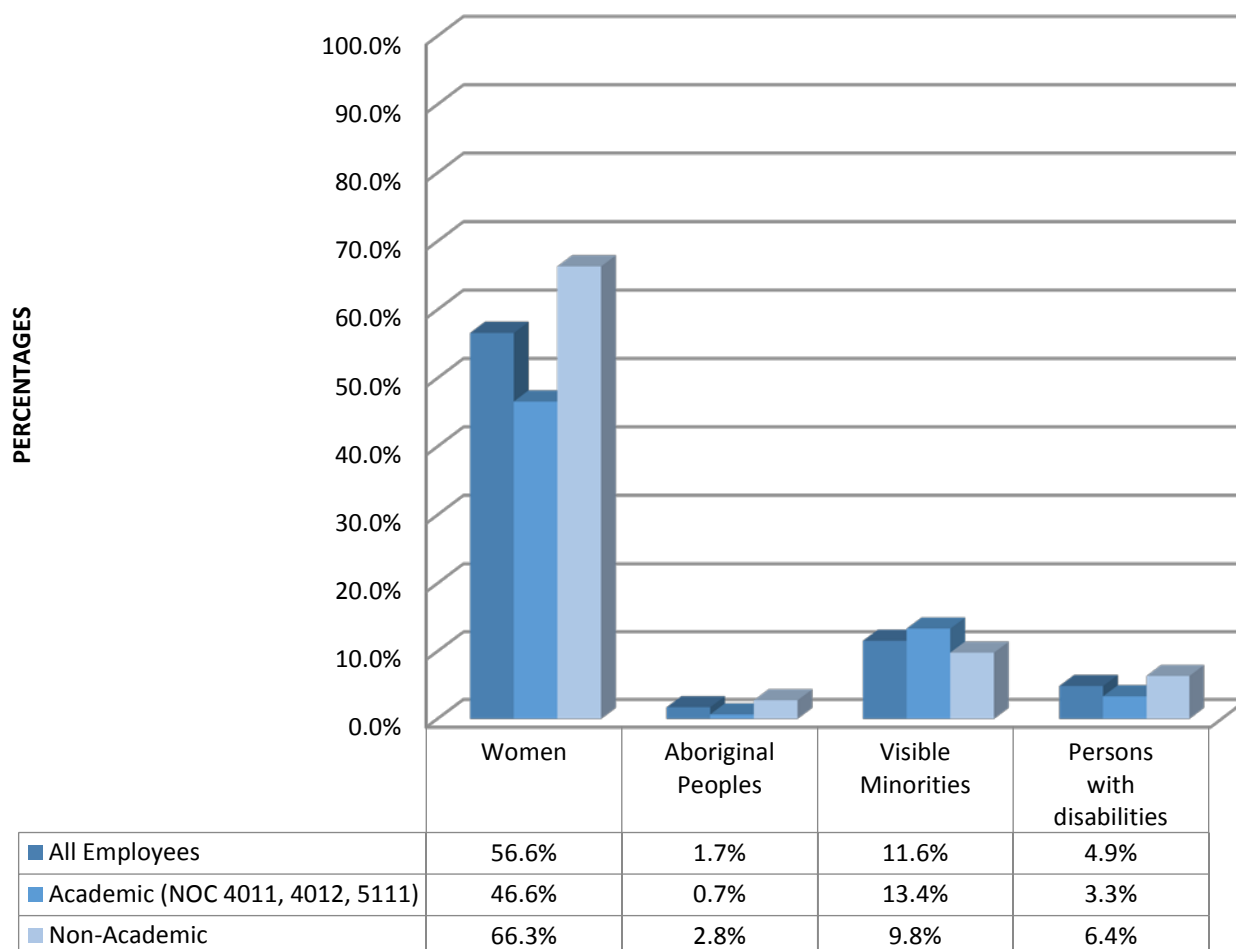
## Overall representation rates for all employees by designated groups

### Overall Representation Rates All Employees vs. External Workforce Representation (2015)



- Women comprise 56.6% of the internal representation compared to the 48.2% NHS external workforce representation
- Aboriginal peoples comprise 1.7% of the internal representation compared to the 3.5% NHS external workforce representation
- Visible minorities comprise 11.6% of the internal representation compared to the 17.8% NHS external workforce representation
- Persons with disabilities comprise 4.9% of the internal representation compared to the 4.9% CSD external workforce representation

## Overall Representation Rates All Employees, Academic, and Non-Academic (2015)



- Women comprise a total of 56.6% with the Academic population showing 46.6% and Non-Academic population showing 66.3%
- Aboriginal peoples comprise a total of 1.7% with the Academic population showing 0.7% and Non-Academic population showing 2.8%
- Visible minorities comprise a total of 11.6% with the Academic population showing 13.4% and Non-Academic population showing 9.8%
- Persons with disabilities comprise a total of 4.9% with the Academic population showing 3.3% and Non-Academic population showing 6.4%

## Distribution of Employees (2015) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	17	41.2%	0.0%	11.8%	5.9%
02: Middle and Other Managers	101	51.5%	1.0%	9.9%	3.0%
03: Professionals	1712	50.3%	0.9%	12.7%	3.6%
<i>4011: University Professors*</i>	<i>502</i>	<i>35.5%</i>	<i>0.6%</i>	<i>23.3%</i>	<i>5.0%</i>
04: Semi-Professionals	159	47.8%	3.1%	9.4%	8.2%
05: Supervisors	42	64.3%	2.4%	2.4%	2.4%
06: Supervisors: Crafts and Trades	>10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	262	94.3%	0.8%	9.5%	6.1%
08: Skilled Sales and Service Personnel	17	58.8%	11.8%	5.9%	5.9%
09: Skilled Crafts and Trades Workers	39	0.0%	2.6%	0.0%	7.7%
10: Clerical Personnel	109	80.7%	0.9%	4.6%	5.5%
11: Intermediate Sales and Service Personnel	35	85.7%	0.0%	5.7%	2.9%
12: Semi-Skilled Manual Workers	>10	33.3%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	280	64.6%	6.8%	15.4%	10.0%
14: Other Manual Workers	13	0.0%	7.7%	15.4%	7.7%
<b>Total (EEOG 01-14)</b>	<b>2793</b>	<b>56.6%</b>	<b>1.7%</b>	<b>11.6%</b>	<b>4.9%</b>

\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”. This includes tenured, tenure-track and limited term appointments (Assistant Professor, Associate Professor, Full Professor and Lecturer). Not included are Ancillary Academic Staff, Sessional Lecturers, Sessional Instructors and Librarians. These are contained within the broader EEOG 03.

## **Distribution of Employees (2015) by Designated Groups and EEOGs**

### **Designated Group: Women**

- The highest percentage of women at 94.3% is found in the Employment Equity Occupational Group (EEOG) 07: Administrative and Senior Clerical.
- The lowest percentage at 0.0% is found in the following EEOGs:
  - 06: Supervisors: Crafts and Trades
  - 09: Skilled Crafts and Trades Workers
  - 14: Other Manual Workers

### **Designated Group: Aboriginal Peoples**

- The highest percentage of Aboriginal peoples at 11.8% is found in the EEOG 08: Skilled Sales and Service Personnel.
- The lowest percentage at 0.0% is found in the following EEOGs:
  - 01: Senior Managers
  - 06: Supervisors: Crafts and Trades
  - 11: Intermediate Sales and Service Personnel
  - 12: Semi-Skilled Manual Workers

### **Designated Group: Visible Minorities**

- The highest percentage of visible minorities at 15.4% is found in the following EEOGs:
  - 13: Other Sales and Service Personnel
  - 14: Other Manual Workers
- The lowest percentage at 0.0% is found in the following EEOGs:
  - 06: Supervisors: Crafts and Trades
  - 09: Skilled Crafts and Trades Workers
  - 12: Semi-Skilled Manual Workers

### **Designated Group: Persons with Disabilities**

- The highest percentage of visible minorities at 10.0% is found in the EEOG 13: Other Sales and Service Personnel
- The lowest percentage at 0.0% is found in the following EEOGs:
  - 06: Supervisors: Crafts and Trades
  - 12: Semi-Skilled Manual Workers

## Women – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	41.2%	27.4%	2	-	National
02: Middle and Other Managers	51.5%	38.9%	13	-	National
03: Professionals	50.3%	53.8%	-60	93.5%	National
<i>4011: University Professors*</i>	<i>35.5%</i>	<i>43.3%</i>	<i>-39</i>	<i>81.9%</i>	<i>National</i>
04: Semi-Professionals	47.8%	34.4%	21	-	Provincial
05: Supervisors	64.3%	54.3%	4	-	Windsor
<b>06: Supervisors: Crafts and Trades</b>	<b>0.0%</b>	<b>12.7%</b>	<b>1</b>	<b>0.0%</b>	<b>Provincial</b>
07: Administrative and Senior Clerical	94.3%	82.8%	30	-	Windsor
08: Skilled Sales and Service Personnel	58.8%	34.5%	4	-	Provincial
<b>09: Skilled Crafts and Trades Workers</b>	<b>0.0%</b>	<b>3.9%</b>	<b>-2</b>	<b>0.0%</b>	<b>Provincial</b>
10: Clerical Personnel	80.7%	69.7%	12	-	Windsor
11: Intermediate Sales and Service Personnel	85.7%	68.4%	6	-	Windsor
12: Semi-Skilled Manual Workers	33.3%	56.6%	0	-	Windsor
13: Other Sales and Service Personnel	64.6%	56.3%	23	-	Windsor
<b>14: Other Manual Workers</b>	<b>0.0%</b>	<b>25.0%</b>	<b>-3</b>	<b>0.0%</b>	<b>Windsor</b>

Bolded categories highlight significant underrepresentation (less than 80% severity ratio)

### **Women – Internal Representation vs. External Labour Market Availability**

According to the overall representation of the University of Windsor workforce, women are represented at 56.6% compared to the national labour market availability at 48.2% (NHS). Although women are represented overall, there are areas of underrepresentation for women as highlighted in the chart above.

Underrepresentation that is not considered significant per the severity ratio is found in the following categories:

- EEOG 03: Professionals with the internal representation percentage of 50.3% compared to the external national labour market availability of 53.8% with a gap of -60 and a severity ratio of 93.5%
- Within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation percentage of 35.5% compared to the external national labour market availability of 43.3% with a gap of -39 and a severity ratio of 81.9%

No internal representation of women can be found in the following categories:

- EEOG 06: Supervisors: Crafts and Trades
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 14: Other Manual Workers

# Aboriginal Peoples – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
<b>01: Senior Managers</b>	<b>0.0%</b>	<b>2.9%</b>	<b>1</b>	<b>0.0%</b>	<b>National</b>
<b>02: Middle and Other Managers</b>	<b>1.0%</b>	<b>2.2%</b>	<b>-1</b>	<b>45.0%</b>	<b>National</b>
<b>03: Professionals</b>	<b>0.9%</b>	<b>1.9%</b>	<b>-18</b>	<b>46.1%</b>	<b>National</b>
<b><i>4011: University Professors*</i></b>	<b><i>0.6%</i></b>	<b><i>1.3%</i></b>	<b><i>-4</i></b>	<b><i>46.0%</i></b>	<b><i>National</i></b>
04: Semi-Professionals	3.1%	2.1%	2	-	Provincial
05: Supervisors	2.4%	0.9%	0	-	Windsor
<b>06: Supervisors: Crafts and Trades</b>	<b>0.0%</b>	<b>1.3%</b>	<b>1</b>	<b>0.0%</b>	<b>Provincial</b>
<b>07: Administrative and Senior Clerical</b>	<b>0.8%</b>	<b>2.3%</b>	<b>-4</b>	<b>33.2%</b>	<b>Windsor</b>
08: Skilled Sales and Service Personnel	11.8%	1.3%	2	-	Provincial
<b>09: Skilled Crafts and Trades Workers</b>	<b>2.6%</b>	<b>6.0%</b>	<b>-1</b>	<b>42.7%</b>	<b>Provincial</b>
<b>10: Clerical Personnel</b>	<b>0.9%</b>	<b>6.3%</b>	<b>-6</b>	<b>14.6%</b>	<b>Windsor</b>
<b>11: Intermediate Sales and Service Personnel</b>	<b>0.0%</b>	<b>4.4%</b>	<b>-2</b>	<b>0.0%</b>	<b>Windsor</b>
<b>12: Semi-Skilled Manual Workers</b>	<b>0.0%</b>	<b>1.9%</b>	<b>1</b>	<b>0.0%</b>	<b>Windsor</b>
13: Other Sales and Service Personnel	6.8%	3.6%	9	-	Windsor
14: Other Manual Workers	7.7%	5.4%	0	-	Windsor

Bolded categories highlight significant underrepresentation (less than 80% severity ratio)



## **Aboriginal Peoples – Internal Representation vs. External Labour Market Availability**

The overall representation of the University of Windsor workforce for Aboriginal peoples are significantly underrepresented at 1.7% compared to the national labour market availability at 3.5% (NHS). The challenges of underrepresentation continues throughout the majority of the Employment Equity Occupational Groups (EEOGs).

Significant underrepresentation can be found in the following categories:

- EEOG 02: Middle and Other Managers with the internal representation percentage of 1.0% compared to the external national labour market availability of 2.2% with a gap of -1 and a severity ratio of 45.0%
- EEOG 03: Professionals with the internal representation percentage of 0.9% compared to the external national labour market availability of 1.9% with a gap of -18 and a severity ratio of 46.1%
- Within the EEOG 03: Professionals, Aboriginal peoples as University Professors (NOC 4011) have an internal representation percentage of 0.6% compared to the external national labour market availability of 1.3% with a gap of -4 and a severity ratio of 46.0%
- EEOG 07: Administrative and Senior Clerical with the internal representation percentage of 0.8% compared to the external local labour market availability of 2.3% with a gap of -4 and a severity ratio of 33.2%
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation percentage of 2.6% compared to the external provincial labour market availability of 6.0% with a gap of -1 and a severity ratio of 42.7%
- EEOG 10: Clerical Personnel with the internal representation percentage of 0.9% compared to the external local labour market availability of 6.3% with a gap of -6 and a severity ratio of 14.6%

In addition, no internal representation of Aboriginal peoples can be found in the following categories:

- EEOG 01: Senior Managers
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 11: Intermediate Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers

# Visible Minorities – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	11.8%	10.1%	0	-	National
<b>02: Middle and Other Managers</b>	<b>9.9%</b>	<b>15.0%</b>	<b>-5</b>	<b>66.0%</b>	<b>National</b>
<b>03: Professionals</b>	<b>12.7%</b>	<b>21.7%</b>	<b>-155</b>	<b>58.4%</b>	<b>National</b>
<i>4011: University Professors*</i>	<i>23.3%</i>	<i>19.1%</i>	<i>21</i>	<i>-</i>	<i>National</i>
<b>04: Semi-Professionals</b>	<b>9.4%</b>	<b>26.0%</b>	<b>-26</b>	<b>36.3%</b>	<b>Provincial</b>
<b>05: Supervisors</b>	<b>2.4%</b>	<b>9.6%</b>	<b>-3</b>	<b>24.8%</b>	<b>Windsor</b>
<b>06: Supervisors: Crafts and Trades</b>	<b>0.0%</b>	<b>29.3%</b>	<b>-1</b>	<b>0.0%</b>	<b>Provincial</b>
07: Administrative and Senior Clerical	9.5%	10.1%	-2	94.5%	Windsor
08: Skilled Sales and Service Personnel	5.9%	6.9%	-1	85.3%	Provincial
<b>09: Skilled Crafts and Trades Workers</b>	<b>0.0%</b>	<b>9.9%</b>	<b>-4</b>	<b>0.0%</b>	<b>Provincial</b>
<b>10: Clerical Personnel</b>	<b>4.6%</b>	<b>30.6%</b>	<b>-28</b>	<b>15.0%</b>	<b>Windsor</b>
<b>11: Intermediate Sales and Service Personnel</b>	<b>5.7%</b>	<b>13.1%</b>	<b>-3</b>	<b>43.6%</b>	<b>Windsor</b>
<b>12: Semi-Skilled Manual Workers</b>	<b>0.0%</b>	<b>10.5%</b>	<b>-1</b>	<b>0.0%</b>	<b>Windsor</b>
13: Other Sales and Service Personnel	15.4%	15.6%	-1	98.4%	Windsor
14: Other Manual Workers	15.4%	10.4%	1	-	Windsor

Bolded categories highlight significant underrepresentation (less than 80% severity ratio)

### **Visible Minorities – Internal Representation vs. External Labour Market Availability**

Overall, visible minorities are internally underrepresented in comparison to the labour market availability at 11.6% internal representation to 17.8% (NHS) external workforce representation.

Underrepresentation that is not considered significant per the severity ratio is found in the following categories:

- EEOG 07: Administrative and Senior Clerical with the internal representation percentage of 9.5% compared to the external local labour market availability of 10.1% with a gap of -2 and a severity ratio of 94.5%
- EEOG 08: Skilled Sales and Service Personnel with the internal representation percentage of 5.9% compared to the external provincial labour market availability of 6.9% with a gap of -1 and a severity ratio of 85.3%
- EEOG 13: Other Sales and Service Personnel with the internal representation percentage of 15.4% compared to the local labour market availability of 15.6% with a gap of -1 and a severity ratio of 98.4%

Significant underrepresentation can be found in the following categories:

- EEOG 02: Middle and Other Managers with the internal representation percentage of 9.9% compared to the external national labour market availability of 15.0% with a gap of -5 and a severity ratio of 66.0%
- EEOG 03: Professionals with the internal representation percentage of 12.7% compared to the external national labour market availability of 21.7% with a gap of -155 and a severity ratio of 58.4%
- EEOG 04: Semi Professionals with the internal representation percentage of 9.4% compared to the external provincial labour market availability of 26.0% with a gap of -26 and a severity ratio of 36.3%
- EEOG 05: Supervisors with an internal representation of 2.4% compared to the external local labour market availability of 9.6% with a gap of -3 and a severity ratio of 24.8%
- EEOG 10: Clerical Personnel with the internal representation percentage of 4.6% compared to the external local labour market availability of 30.6% with a gap of -28 and a severity ratio of 15.0%
- EEOG 11: Intermediate Sales and Service Personnel with the internal representation percentage of 5.7% compared to the local labour market availability of 13.1% with a gap of -3 and a severity ratio of 43.6%

In addition, no internal representation of visible minorities can be found in the following categories:

- EEOG 06: Supervisors: Crafts and Trades
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 12: Semi-Skilled Manual Workers

Persons with Disabilities – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	5.9%	4.3%	0	-	National
<b>02: Middle and Other Managers</b>	<b>3.0%</b>	<b>4.3%</b>	<b>-1</b>	<b>69.1%</b>	<b>National</b>
03: Professionals	3.6%	3.8%	-3	95.3%	National
04: Semi-Professionals	8.2%	4.6%	6	-	Provincial
<b>05: Supervisors</b>	<b>2.4%</b>	<b>13.9%</b>	<b>-5</b>	<b>17.1%</b>	<b>Windsor</b>
<b>06: Supervisors: Crafts and Trades</b>	<b>0.0%</b>	<b>7.8%</b>	<b>0</b>	<b>0.0%</b>	<b>Provincial</b>
07: Administrative and Senior Clerical	6.1%	3.4%	7	-	Windsor
08: Skilled Sales and Service Personnel	5.9%	3.5%	0	-	Provincial
09: Skilled Crafts and Trades Workers	7.7%	3.8%	2	-	Provincial
<b>10: Clerical Personnel</b>	<b>5.5%</b>	<b>7.0%</b>	<b>-2</b>	<b>78.6%</b>	<b>Windsor</b>
<b>11: Intermediate Sales and Service Personnel</b>	<b>2.9%</b>	<b>5.6%</b>	<b>-1</b>	<b>51.0%</b>	<b>Windsor</b>
<b>12: Semi-Skilled Manual Workers</b>	<b>0.0%</b>	<b>4.8%</b>	<b>0</b>	<b>0.0%</b>	<b>Windsor</b>
13: Other Sales and Service Personnel	10.0%	6.3%	10	-	Windsor
14: Other Manual Workers	7.7%	5.3%	0	-	Windsor

Bolded categories highlight significant underrepresentation (less than 80% severity ratio)

### **Persons with Disabilities – Internal Representation vs. External Labour Market Availability**

There is an equal balance on the overall representation of the University of Windsor workforce for persons with disabilities. The internal representation percentage at 4.9% compared to the national labour market availability at 4.9% (NHS). Although there is an equal balance on the overall representation, there is still underrepresentation found in the above EEOGs.

Underrepresentation that is not considered significant per the severity ratio is found in the EEOG 03: Professionals with an internal representation percentage of 3.6% compared to the external national labour market availability of 3.8% with a gap of -3 and a severity ratio of 95.3%.

Significant underrepresentation can be found in the following categories:

- EEOG 02: Middle and Other Managers with the internal representation percentage of 3.0% compared to the external national labour market availability of 4.3% with a gap of -1 and a severity ratio of 69.1%
- EEOG 05: Supervisors with an internal representation percentage of 2.4% compared to the external local labour market availability of 13.9% with a gap of -5 and a severity ratio of 17.1%
- EEOG 10: Clerical Personnel with the internal representation percentage of 5.5% compared to the external local labour market availability of 7.0% with a gap of -2 and a severity ratio of 78.6%
- EEOG 11: Intermediate Sales and Service Personnel with the internal representation percentage of 2.9% compared to the local labour market availability of 5.6% with a gap of -1 and a severity ratio of 51.0%

In addition, no internal representation of persons of disabilities can be found in the following categories:

- EEOG 06: Supervisors: Crafts and Trades
- EEOG 12: Semi-Skilled Manual Workers

## Designated Group Profile – Academic Unit

DESIGNATED GROUP PROFILES – ACADEMIC UNIT					
	Return Rates	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
<b>NOC #4011</b>					
Faculty of Arts, Humanities & Social Sciences	87.5%	47.4%	0.0%	12.5%	6.3%
Faculty of Education	90.0%	50.0%	5.0%	35.0%	5.0%
Faculty of Engineering	89.4%	12.1%	1.5%	45.5%	3.0%
Faculty of Human Kinetics	90.5%	42.9%	0.0%	9.5%	4.8%
Faculty of Law	82.1%	46.4%	0.0%	14.3%	10.7%
Faculty of Nursing	100.0%	86.7%	0.0%	20.0%	0.0%
Faculty of Science	91.3%	22.3%	1.0%	28.2%	3.9%
Odette School of Business	87.3%	18.2%	0.0%	32.7%	3.6%
<b>NOC #5111</b>					
Libraries	100.0%	66.7%	0.0%	14.3%	4.8%
<b>NOC #4012</b>					
Ancillary Academic Staff	86.7%	60.0%	0.0%	6.7%	4.4%
Sessional Lecturer	93.5%	51.6%	0.0%	8.3%	20.8%
Sessional Instructor*	57.0%	57.8%	-	-	-

\*Return rate of 57.0% for Sessional Instructors is too low to report accurately on self-identification statistics.

### **Designated Group Profiles – Academic Unit**

This chart gives a break down of the Academic Units by Faculty (NOC 4011), Librarians (NOC 5111), and Other faculty and faculty related (NOC 4012).

In the category NOC 4011 (by Faculty)

- Faculty of Nursing has the highest return rate of 100%
- The highest percentage of women at 86.7% is within the Faculty of Nursing
- The highest percentage of Aboriginal peoples at 5.0% is within the Faculty of Education
- The highest percentage of visible minorities at 45.5% is within the Faculty of Engineering
- The highest percentage of persons with disabilities at 10.7% is within the Faculty of Law

In contrast, in the category NOC 4011 (by Faculty)

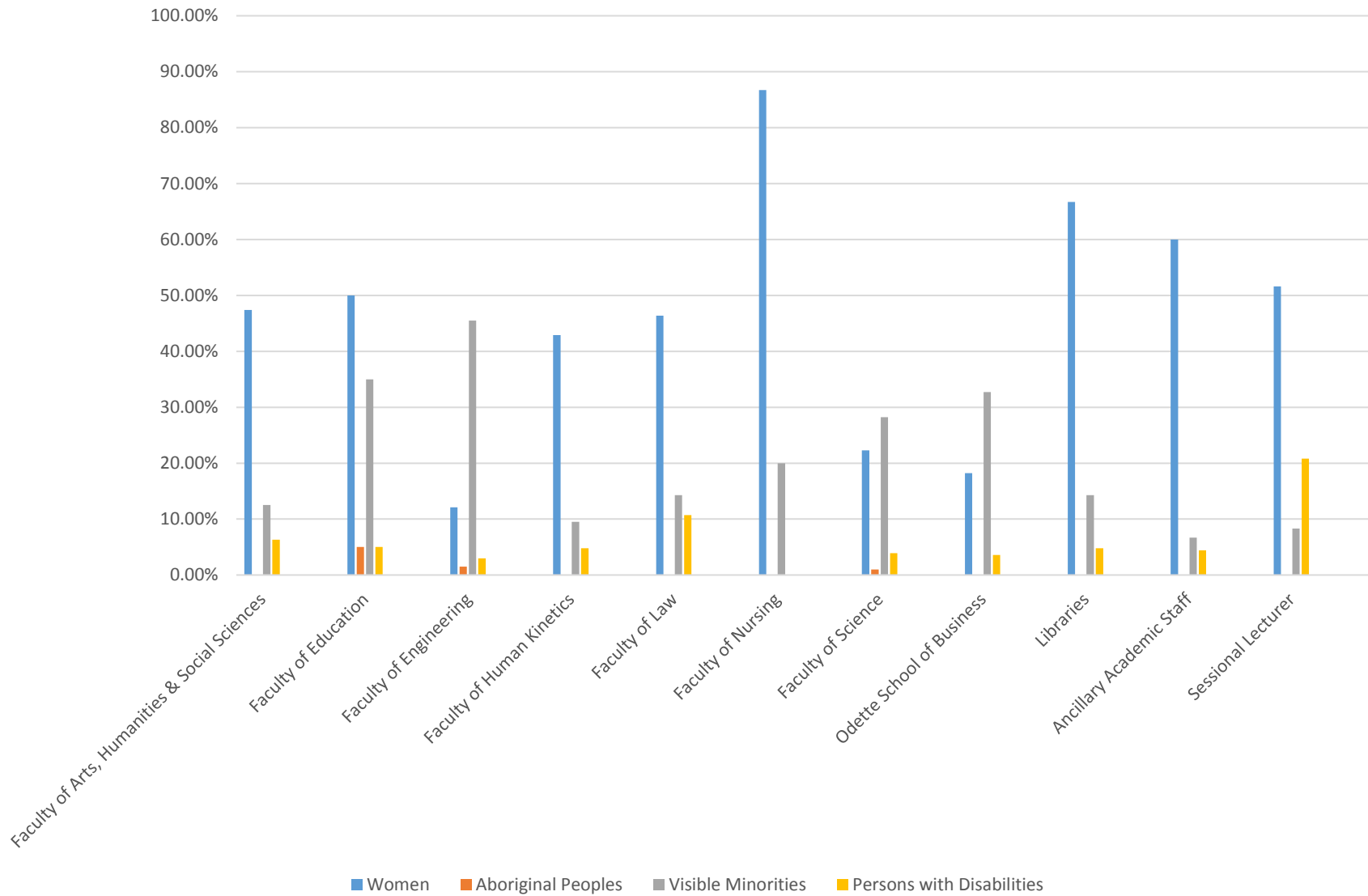
- The lowest percentage of women at 12.1% is within the Faculty of Engineering
- Zero percentage of Aboriginal peoples are found in the following:
  - Faculty of Arts, Humanities and Social Sciences
  - Faculty of Human Kinetics
  - Faculty of Law
  - Faculty of Nursing
  - Odette School of Business
- The lowest percentage of visible minorities at 9.5% is within the Faculty of Human Kinetics
- The lowest percentage of persons with disabilities at 0.0% is within the Faculty of Nursing

The following are graphs:

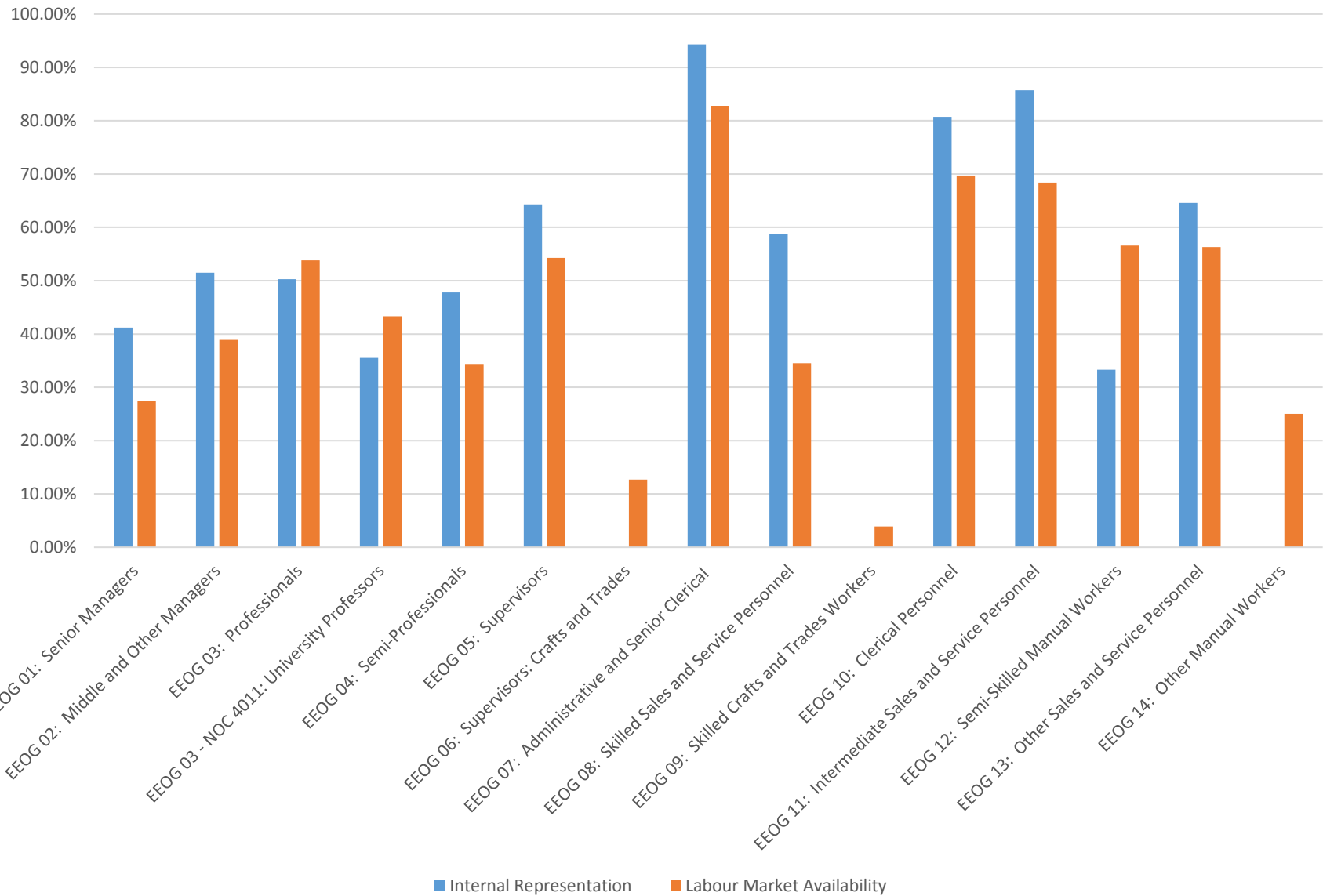
- Designated Group Profiles – Academic Unit
- Women – Internal Representation vs. External Labour Market Availability
- Aboriginal Peoples – Internal Representation vs. External Labour Market Availability
- Visible Minorities – Internal Representation vs. External Labour Market Availability
- Persons with Disabilities – Internal Representation vs. External Labour Market Availability



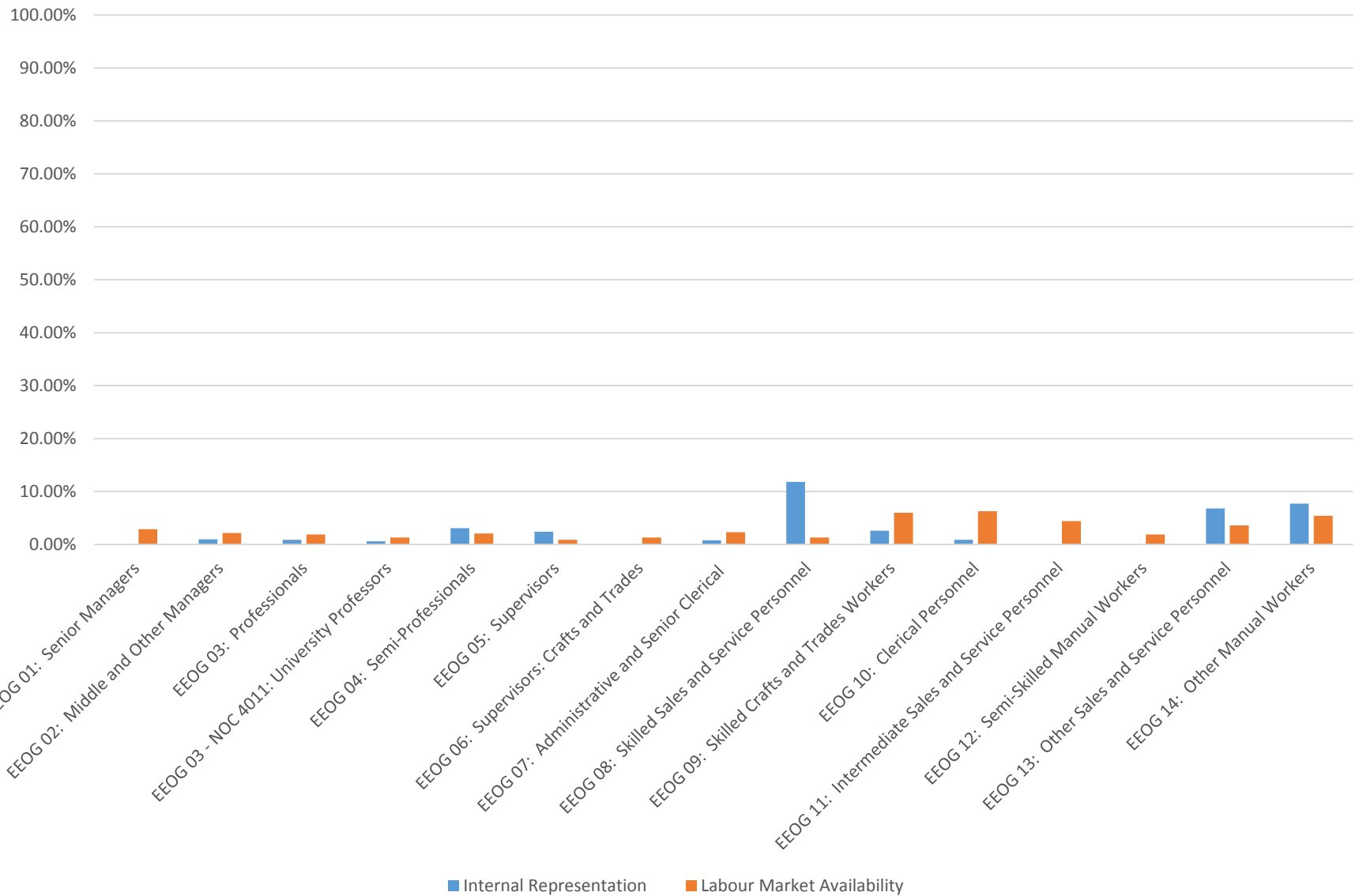
## Designated Group Profile – Academic Unit



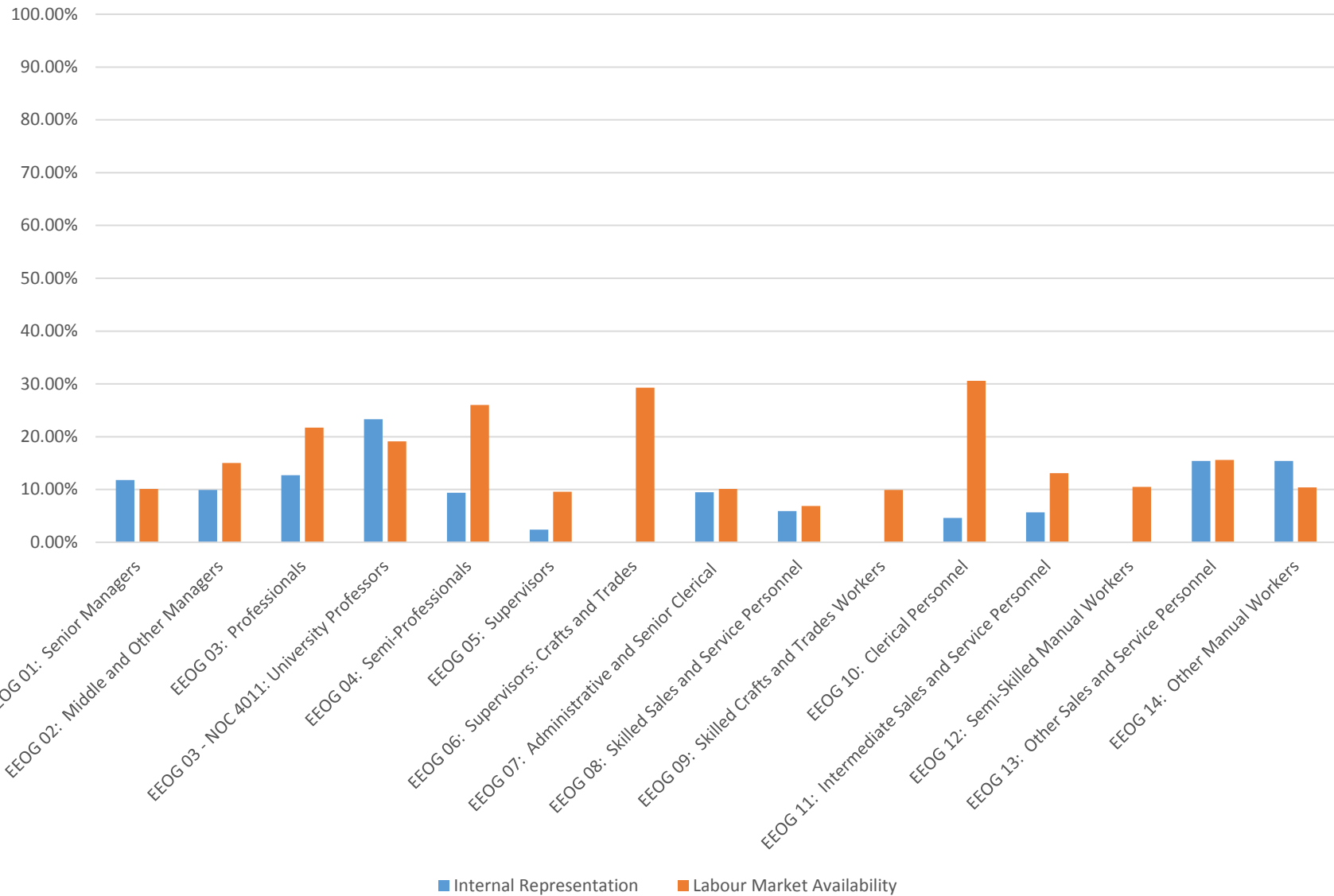
## Women - Internal Representation vs. External Labour Market Availability



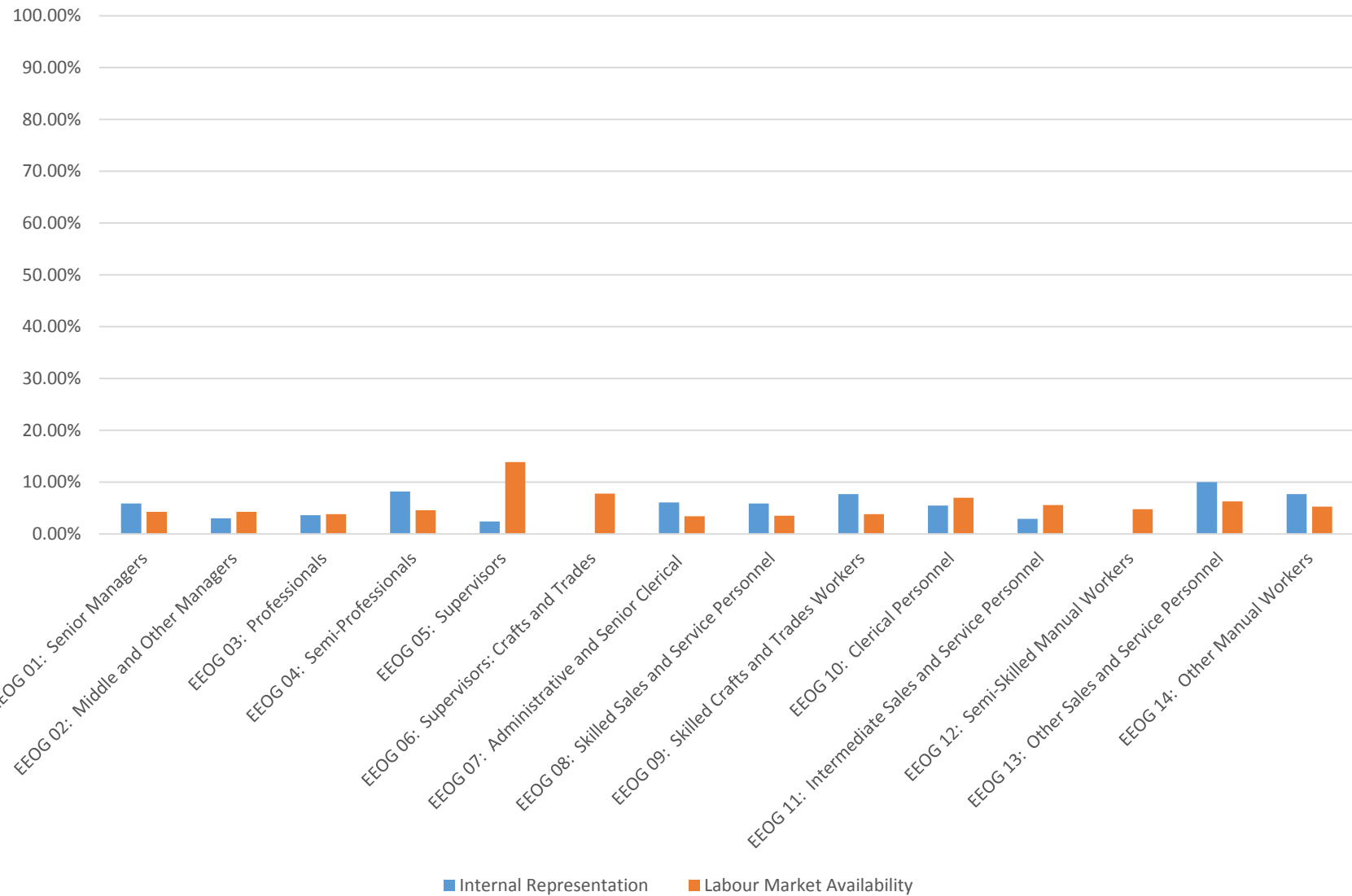
## Aboriginal Peoples - Internal Representative vs. External Labour Market Availability



## Visible Minorities - Internal Representation vs. External Labour Market Availability



## Persons with Disabilities - Internal Representative vs. External Labour Market Availability



## **Spotlight**

### **Completion of Employment Systems Review (ESR)**

In order to provide information in support to the multi-year employment equity plan, an Employment Systems Review (ESR) was conducted by consultants Daina Z. Green and Keith Jeffers in the winter of 2014. The ESR included an analysis of the University's workforce representation data, policies and practices. The analysis also included consultation with the University community. The purpose of the ESR was to identify significant systemic barriers and provide reasonable explanation for specific gaps in the employment equity designated groups: women, Aboriginal peoples, visible minorities, persons with disability and sexual/gender minorities. The report included "recommendations and promising practices." An executive summary of the ESR was shared publicly to the University campus on June 2015.<sup>6</sup> Access to the ESR executive summary can be found by visiting the website

[http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment\\_systems\\_review\\_executive\\_summary.pdf](http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment_systems_review_executive_summary.pdf)

### **Diversity & Equity Assessment & Planning (DEAP) Tool**

The University explored various systems, programs and tools for assessing how inclusive an academic unit is as it relates to equity and diversity. In addition, the new technology must allow the academic unit to store their goals, action plans and timetables in areas that need improvement to achieve equity, diversity and inclusion.

The DEAP Tool was developed by the Equity Office at Queen's University.<sup>7</sup> The DEAP Tool is a system that assists academic units to better understand their working environments and assess the climate relating to equity and diversity and how to plan for needed adjustments. The DEAP Tool is a self-audit tool for academic units to understand the demographics of their faculty and staff by being provided the employment equity workforce analysis highlighting representation and under-representation within the federally designated groups: women, Aboriginal peoples, visible minorities and persons with disabilities. The academic units complete a survey to assess how well they are doing in promoting equity and diversity in their planning. The tool facilitates academic units in developing goals, action plans and timelines for improvement.

The University will acquire the DEAP Tool and roll out for academic units to utilize in the next year.

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<sup>6</sup>[http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment\\_systems\\_review\\_executive\\_summary.pdf](http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment_systems_review_executive_summary.pdf)

<sup>7</sup> <http://www.queensu.ca/equity/educational-equity/deap>

## **Hiring of 50 New Assistant Professors**

In the President's Update #27<sup>8</sup>, on September 11, 2015, the President announced the hiring of fifty (50) new faculty members over three years through the Strategic Priority Fund (SPF). The initiative referred to as the "SPF 50", will be committed to funding these positions. The new faculty members will be made up of 50 new tenure and tenure-track assistant professor positions across a range of academic fields.

This provides an opportunity for academic units to assess their employment equity profile and engage in proactive employment practices within the recruitment process.

## **Conclusion**

The University of Windsor is continuously promoting and fostering a working environment that recognizes and values employment equity, diversity and inclusion. This is shown through the University's various initiatives, policies, procedures and practices. By having access to the right tools, resources, systems and training, the University's workforce will continue to be on track in becoming more equitable and inclusive.

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<sup>8</sup> <http://www.uwindsor.ca/president/sites/uwindsor.ca/president/files/presidentsupdate27.pdf>