



University  
of Windsor

# EMPLOYMENT EQUITY REPORT 2016



Office of Human Rights, Equity & Accessibility  
(OHREA)

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

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## **INTRODUCTION**

### **University of Windsor**

The University of Windsor is a diverse and inclusive campus community with more than 15,000 students<sup>1</sup> and 2,300 faculty and staff<sup>2</sup>. The University of Windsor's mission statement is *"Enabling people to make a better world through education, scholarship, research and engagement."*<sup>3</sup> The University campus is located in the southern most city in Canada, Windsor, and *"sits on the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibwa, the Odawa, and the Potawatomi."*<sup>4</sup>

### **University of Windsor Commitment to Employment and Educational Equity**

The University of Windsor is committed to meeting its employment and educational equity goals with respect to the four federally designated groups: Aboriginal peoples, persons with disabilities, visible minorities and women, and to the University's inclusion of a fifth designated group: sexual/gender minorities.<sup>5</sup> The Employment & Educational Equity Policy states, "The University of Windsor is committed to providing an environment within which employment and educational equity can be achieved."<sup>6</sup> The commitment is strengthened by the University's policies, practices and procedures and most importantly the support and dedicated hard work of its employees, various committees and University campus community.

### **Reporting**

The Employment Equity Report further promotes the University's commitment to Employment Equity and key requirements with the Federal Contractors Program (FCP). Although the University of Windsor is no longer a signatory of the FCP, due to the changes to the FCP requirements on June 27, 2013<sup>7</sup>, the University remains committed to employment equity by being 'FCP ready' with key requirements with the FCP.

This report looks at the workforce representation at the University of Windsor of its faculty and staff as it relates to the labour market for the four federally designated groups. Details of the report identifies and highlights any gaps and underrepresentation that may be presented in the

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<sup>1</sup> <http://www.uwindsor.ca/about-the-university>

<sup>2</sup> <http://www1.uwindsor.ca/hr/>

<sup>3</sup> <http://www.uwindsor.ca/48/our-mission>

<sup>4</sup> <http://www.uwindsor.ca/indigenous-peoples/>

<sup>5</sup> <http://www.uwindsor.ca/ohrea/45/employment-equity>

<sup>6</sup> <http://www.uwindsor.ca/ohrea/11/employment-educational-equity-policy>

<sup>7</sup> <https://buyandsell.gc.ca/policy-and-guidelines/policy-notifications/PN-50R1>

designated groups. The intended goal is to develop strategies and action plans to remove any barriers that may exist in employment equity.

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.

## **DATA COLLECTION AND WORKFORCE ANALYSIS**

### **About the Data**

In keeping with the requirements from FCP, the internal representation data for women is extracted from the University of Windsor Human Resources Information System (HRIS) and the remaining three designated groups: Aboriginal peoples, persons with disabilities and visible minorities are extracted from the University of Windsor Employment Equity Self-Identification census and survey.

Data collected through the University of Windsor Self-Identification Census and Employment Equity Self-Identification Survey provides the starting point for analysis of the University of Windsor workforce. All newly hired faculty and staff employees are requested to submit an online self-identification questionnaire. (See [Employment Equity Survey](#))

In fall 2013, the University of Windsor conducted a campus-wide Employment Equity Census that encouraged all faculty and staff employees that were employed for a period of 12 weeks or more to participate in the survey. The participation of every employee submitting the survey helps provide a more complete profile of the University of Windsor and how reflective it is to the workforce labour market. (See [Employment Equity Census 2013 Report](#))

The external workforce representation is derived from the most recent census from Statistics Canada. For this report, the labour market availability (LMA) data for the three designated groups: women, Aboriginal peoples and visible minorities is obtained from Statistics Canada's 2011 National Household Survey (NHS). Data for the designated group persons with disabilities, is obtained from Statistics Canada's 2012 Canadian Survey on Disability (CSD).

This employment equity report contains data on the overall representation of the University of Windsor employees as of December 31, 2016.

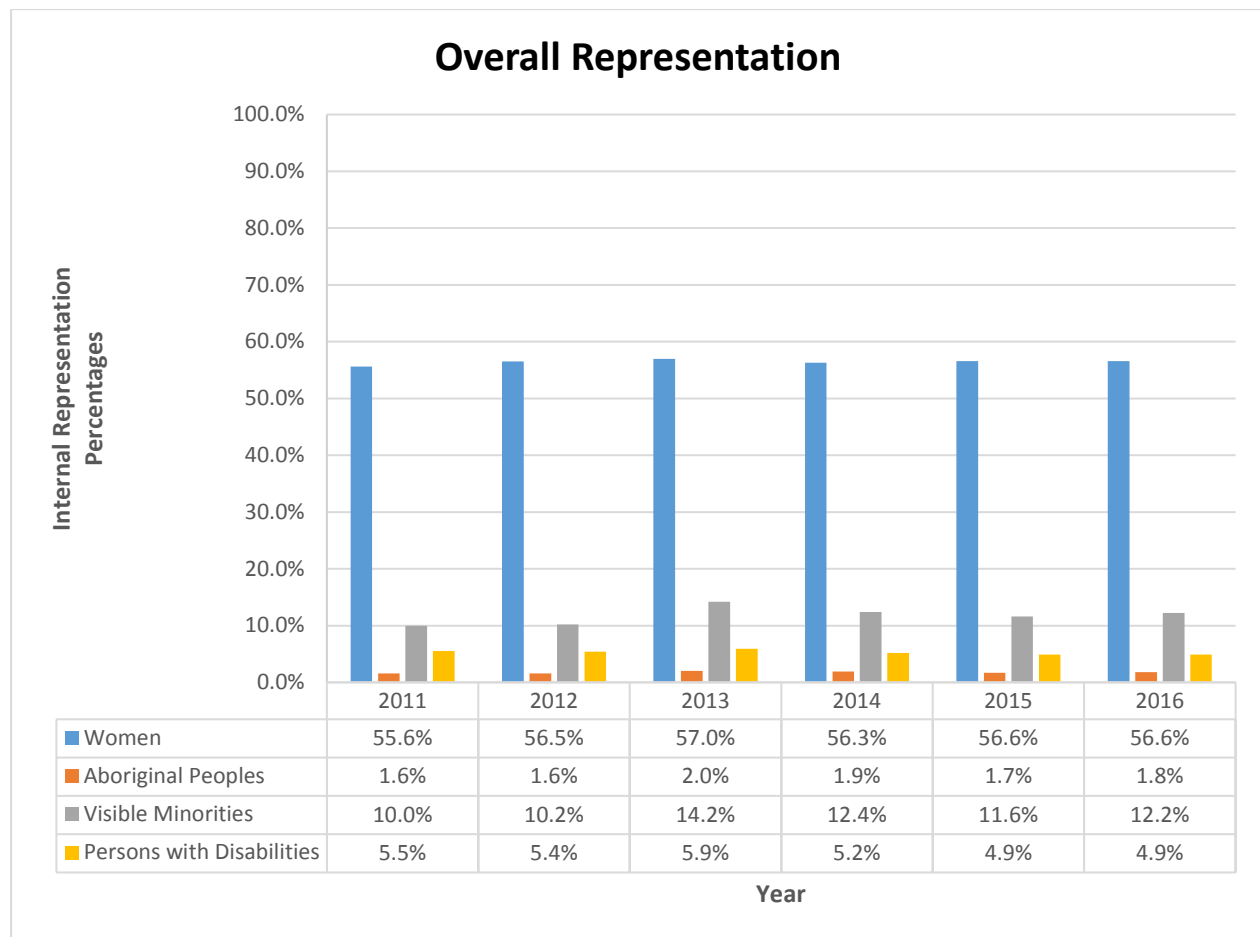
## **Workforce Data Analysis**

A workforce data analysis is conducted by comparing University of Windsor's internal representation to the external workforce representation of labour market availability from the Census of Canada. The workforce data analysis helps identify gaps and underrepresentation that may be present by occupational groups and recruitment area of the designated groups.

Gaps and underrepresentation are identified when the internal representation is less than the external workforce representation, resulting in a negative number. The "severity" of the gap determines how significant the underrepresentation is. The "severity ratio" is measured by calculating a percentage of how close the internal representation for an employment equity designated group is to the external workforce representation in a particular employment equity occupational group (EEOG). The standard for significant underrepresentation is found when the severity ratio is less than 80%.

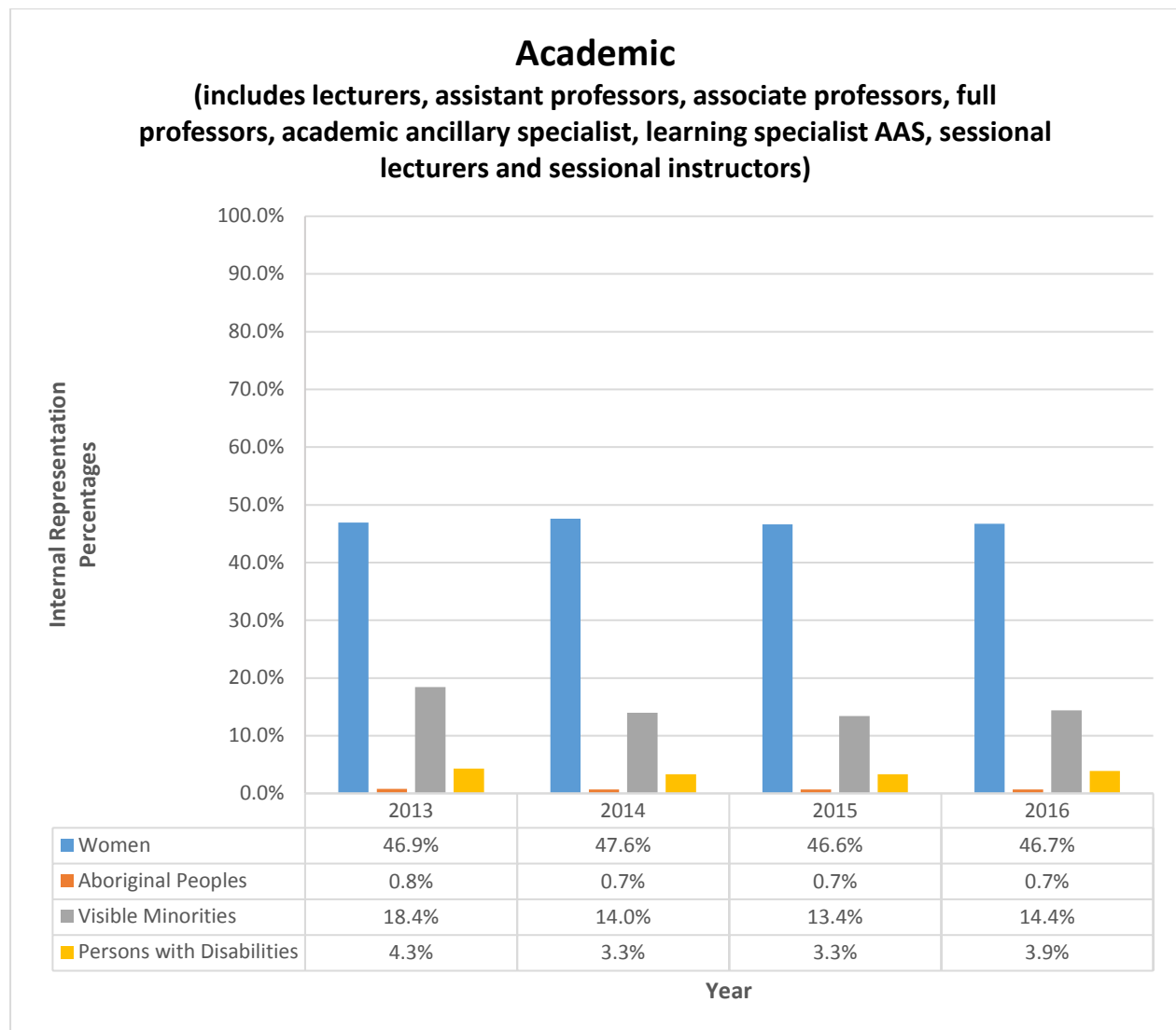
## Progression Charts:

Chart 1: Overall Representation (2011-2016)



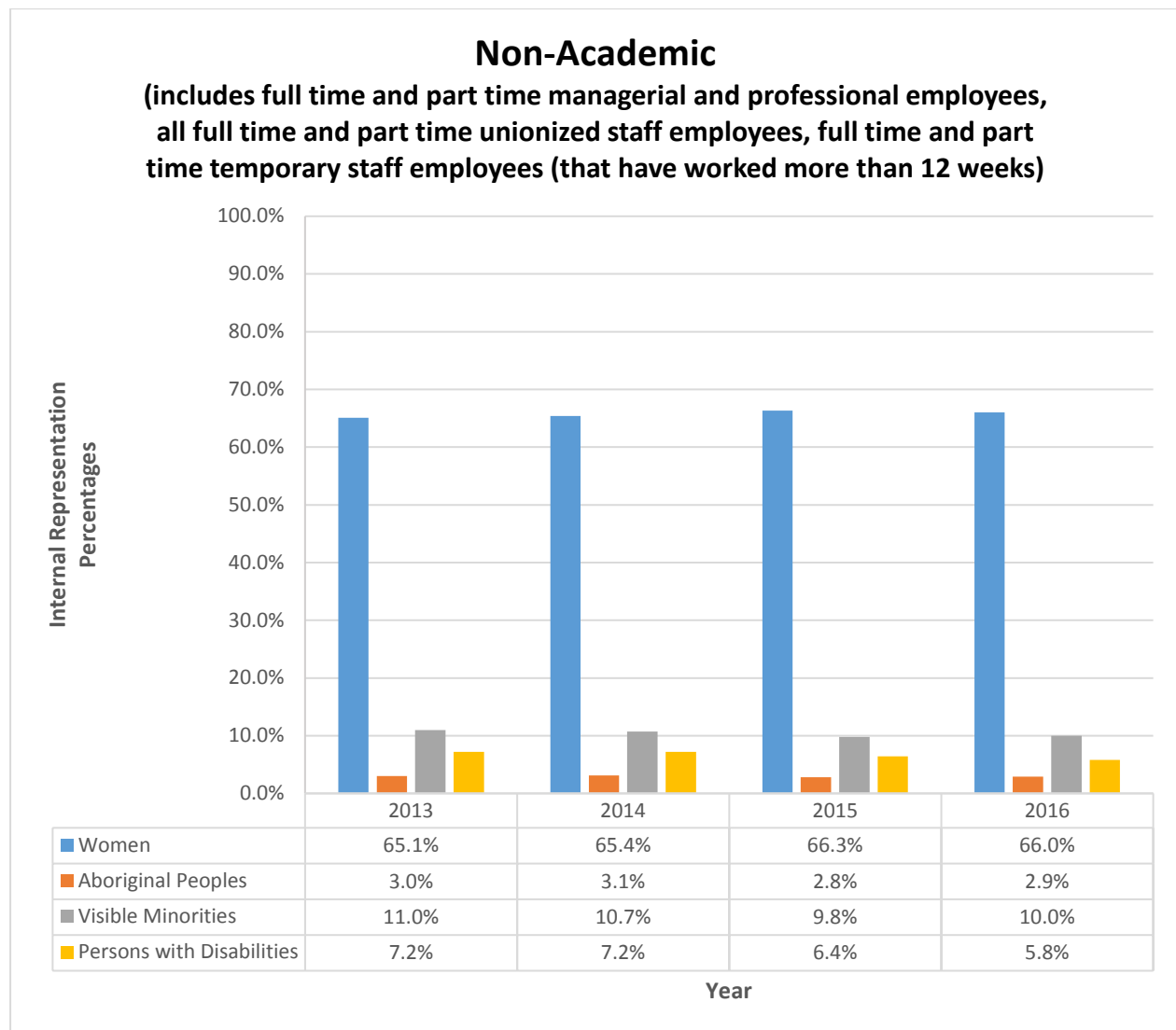
The Overall Representation of the University of Windsor workforce is shown in the chart above. As can be seen, the progression in the 6 years has been steady with a slight percentage change each year within the employment equity designated groups.

Chart 2: Academic (2013-2016)



The chart above shows the internal representation of Academic employees at the University of Windsor. This includes all employees in NOC 4011 (university professors), 4012 (post-secondary teaching and research assistants) and 5111 (librarians). This includes lecturers, assistant professors, associate professors, full professors, academic ancillary specialist, learning specialist AAS, sessional lecturers and sessional instructors.

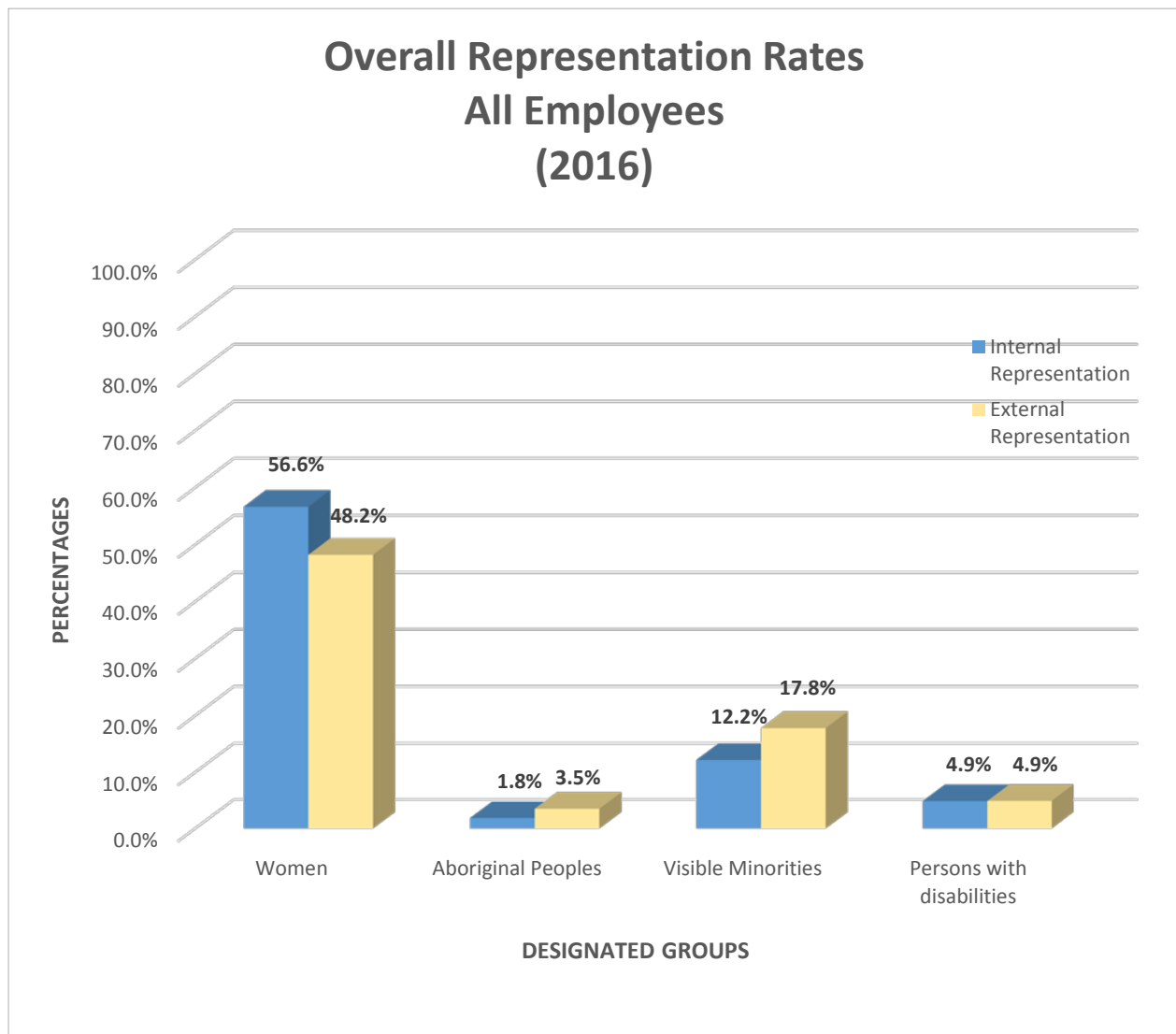
Chart 3: Non-Academic (2013-2016)



The chart above shows the internal representation of Non-Academic employees at the University of Windsor. This includes full time and part time managerial and professional employees, all full time and part time unionized staff employees, full time and part time temporary staff employees (that have worked more than 12 weeks).



Chart 4: Internal Representation in 2016 vs. External Representation (NHS 2011 and CSD 2012)



- Women comprise 56.6% of the internal representation compared to the 48.2% NHS external workforce representation
- Aboriginal peoples comprise 1.8% of the internal representation compared to the 3.5% NHS external workforce representation
- Visible minorities comprise 12.2% 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

### Distribution of Employees (2016) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	15	33.3%	0.0%	13.3%	6.7%
02: Middle and Other Managers	112	48.2%	0.9%	9.8%	1.8%
03: Professionals	1669	50.6%	1.1%	13.8%	4.0%
<i>4011: University Professors*</i>	<i>504</i>	<i>36.5%</i>	<i>0.8%</i>	<i>24.2%</i>	<i>5.8%</i>
04: Semi-Professionals	156	47.4%	3.8%	9.6%	8.3%
05: Supervisors	48	70.8%	2.1%	2.1%	4.2%
06: Supervisors: Crafts and Trades	>10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	257	94.6%	0.4%	8.6%	5.1%
08: Skilled Sales and Service Personnel	12	41.7%	16.7%	8.3%	8.3%
09: Skilled Crafts and Trades Workers	40	0.0%	2.5%	0.0%	5.0%
10: Clerical Personnel	112	80.4%	0.9%	6.3%	5.4%
11: Intermediate Sales and Service Personnel	31	83.9%	0.0%	3.2%	6.5%
12: Semi-Skilled Manual Workers	>10	0.0%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	244	66.4%	7.0%	15.6%	9.4%
14: Other Manual Workers	15	6.7%	6.7%	13.3%	6.7%
<b>Total (EEOG 01-14)</b>	<b>2716</b>	<b>56.6%</b>	<b>1.8%</b>	<b>12.2%</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 only (Assistant Professor, Associate Professor, Full Professor and Lecturer).

## **Distribution of Employees (2016) by Designated Groups and EEOGs**

### **Designated Group: Women**

- The highest percentage of women at 94.6% is found in the Employment Equity Occupational Group (EEOG) 07: Administrative and Senior Clerical.
- The lowest percentage of women at 6.7% is found in the EEOG 14: Other Manual Workers
- No internal representation of women is found in the following EEOGs:
  - 06: Supervisors: Crafts and Trades
  - 09: Skilled Crafts and Trades Workers
  - 12: Semi-Skilled Manual Workers

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

- The highest percentage of Aboriginal peoples at 16.7% is found in the EEOG 08: Skilled Sales and Service Personnel.
- The lowest percentage of Aboriginal peoples at 0.4% is found in the EEOG 07: Administrative and Senior Clerical
- No internal representation of Aboriginal peoples 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

## **Distribution of Employees (2016) by Designated Groups and EEOGs (cont'd)**

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

- The highest percentage of visible minorities at 15.6% is found in the EEOG 13: Other Sales and Service Personnel
- The lowest percentage of visible minorities at 2.1% is found in the EEOG 05: Supervisors
- No internal representation of visible minorities is found in the following EEOGs:
  - 06: Supervisors: Crafts and Trades
  - 09: Skilled Crafts and Trades Workers
  - 12: Semi-Skilled Manual Workers

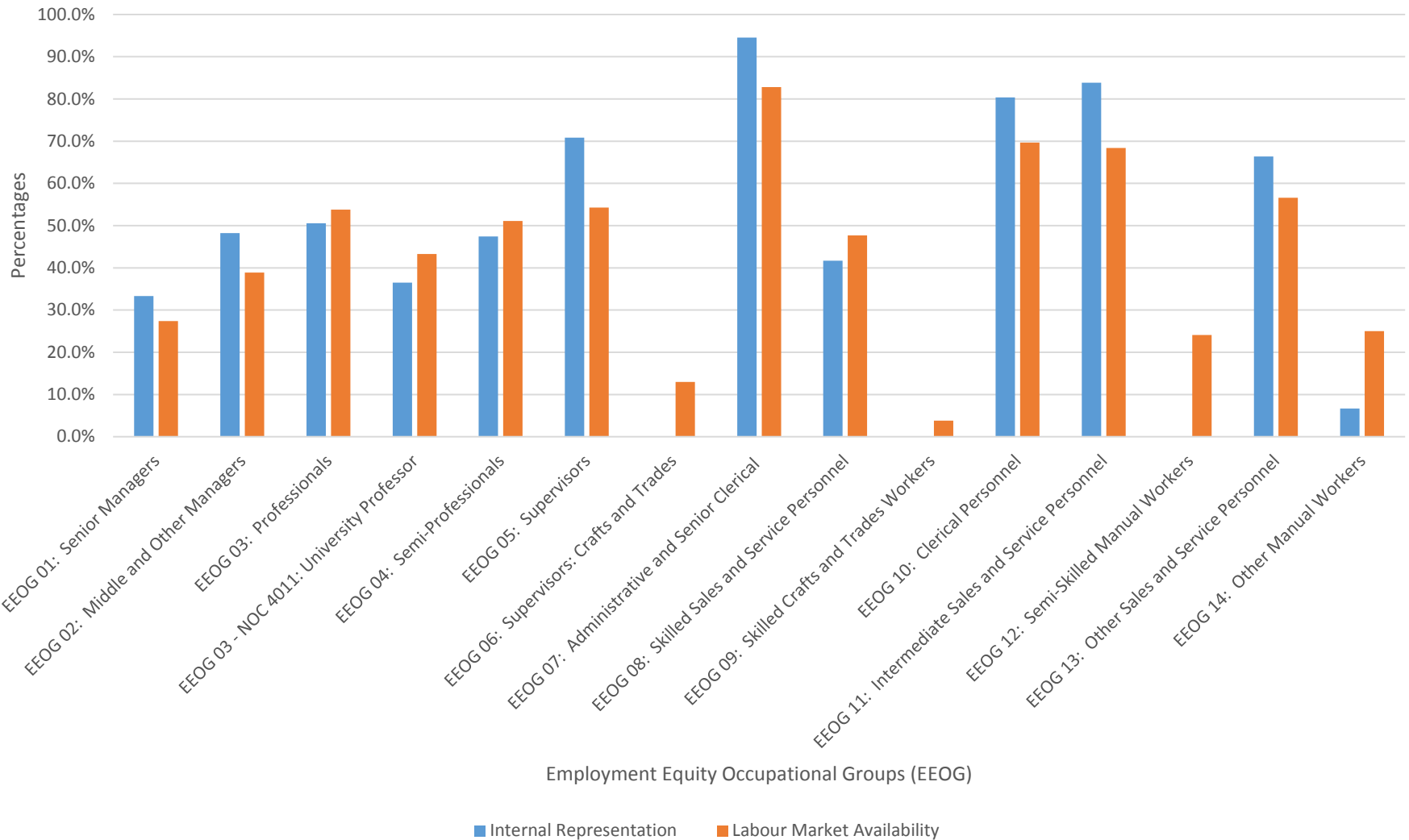
### **Designated Group: Persons with Disabilities**

- The highest percentage of persons with disabilities at 9.4% is found in the EEOG 13: Other Sales and Service Personnel
- The lowest percentage of persons with disabilities at 1.8% is found in the EEOG 02: Middle and Other Managers
- No internal representation of persons with disabilities 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	33.3%	27.4%	1		National
02: Middle and Other Managers	48.2%	38.9%	10		National
03: Professionals	50.6%	53.8%	-54	94.0%	National
<i>4011: University Professors*</i>	36.5%	43.3%	-34	84.3%	<i>National</i>
04: Semi-Professionals	47.4%	51.1%	-6	92.8%	Provincial
05: Supervisors	70.8%	54.3%	8		Windsor
06: Supervisors: Crafts and Trades	0.0%	13.0%	0	0.0%	Provincial
07: Administrative and Senior Clerical	94.6%	82.8%	30		Windsor
08: Skilled Sales and Service Personnel	41.7%	47.7%	-1	87.4%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	3.8%	-2	0.0%	Provincial
10: Clerical Personnel	80.4%	69.7%	12		Windsor
11: Intermediate Sales and Service Personnel	83.9%	68.4%	5		Windsor
12: Semi-Skilled Manual Workers	0.0%	24.1%	0	0.0%	Windsor
13: Other Sales and Service Personnel	66.4%	56.6%	24		Windsor
14: Other Manual Workers	6.7%	25.0%	-3	26.7%	Windsor

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



## **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% (2016) compared to the national labour market availability at 48.2% (NHS 2011).

Although women are represented overall, there are areas of underrepresentation for women as highlighted in the chart above.

The highest internal representation of women is found in the EEOG 07: Administrative and Senior Clerical at 94.6%. The following EEOGs follow at 80.4% for EEOG 10: Clerical Personnel and 83.9% for EEOG 11: Intermediate Sales and Service Personnel.

Significant Underrepresentation, where the severity ration is less than 80%, is found in the following categories:

- EEOG 14: Other Manual Workers with the internal representation percentage of 6.7% compared to the external local labour availability of 25.0% with a gap of -3 and a severity ratio of 26.7%

No internal representation of women can be found in:

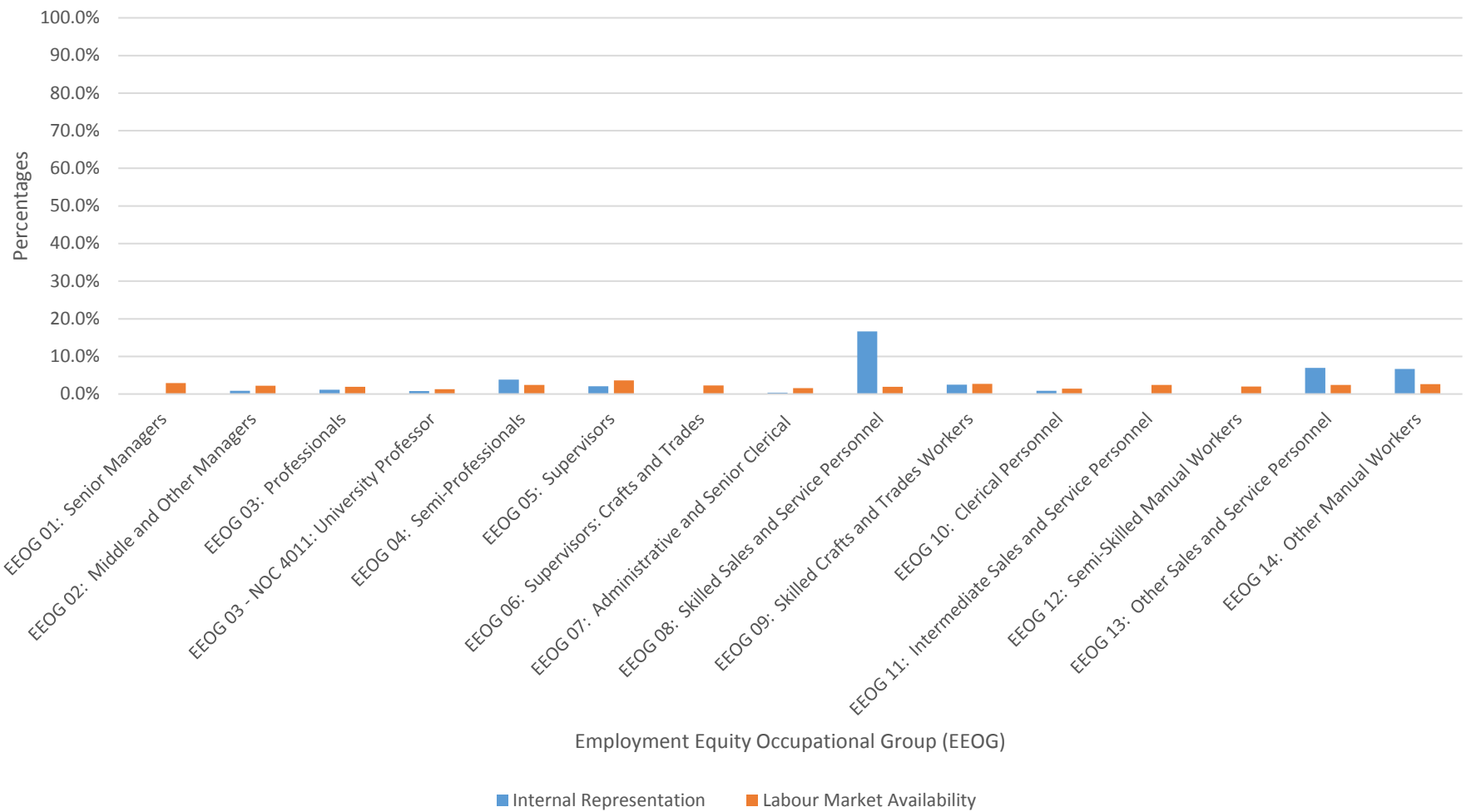
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 12: Semi-Skilled Manual Workers

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

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	0.0%	2.9%	0	0.0%	National
02: Middle and Other Managers	0.9%	2.2%	-1	40.6%	National
03: Professionals	1.1%	1.9%	-13	59.9%	National
<i>4011: University Professors*</i>	<i>0.8%</i>	<i>1.3%</i>	<i>-3</i>	<i>61.1%</i>	<i>National</i>
04: Semi-Professionals	3.9%	2.4%	2		Provincial
05: Supervisors	2.1%	3.6%	-1	57.9%	Windsor
06: Supervisors: Crafts and Trades	0.0%	2.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	0.4%	1.6%	-3	24.3%	Windsor
08: Skilled Sales and Service Personnel	16.7%	1.9%	2		Provincial
09: Skilled Crafts and Trades Workers	2.5%	2.7%	0	92.6%	Provincial
10: Clerical Personnel	0.9%	1.4%	-1	63.8%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	2.4%	-1	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	2.0%	0	0.0%	Windsor
13: Other Sales and Service Personnel	7.0%	2.4%	11		Windsor
14: Other Manual Workers	6.7%	2.6%	1		Windsor



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



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

According to the overall representation of the University of Windsor workforce, Aboriginal peoples are significantly underrepresented at 1.8% (2016) compared to the national labour market availability at 3.5% (NHS 2011).

The challenges of underrepresentation continues throughout the majority of the Employment Equity Occupational Groups (EEOGs).

Significant Underrepresentation, where the severity ration is less than 80%, is found in the following categories:

- EEOG 02: Middle and Other Managers with the internal representation percentage of 0.9% compared to the external national labour availability of 2.2% with a gap of -1 and a severity ratio of 40.6%
- EEOG 03: Professional with the internal representation percentage of 1.1% compared to the external national labour availability of 1.9% with a gap of -13 and a severity ratio of 59.9%
- Within the EEOG 03: Professional, Aboriginal peoples as University Professors (NOC 4011) have an internal representation percentage of 0.8% compared to the external national labour availability of 1.3% with a gap of -3 and a severity ratio of 61.1%
- EEOG 05: Supervisors with the internal representation percentage of 2.1% compared to the external local labour availability of 3.6% with a gap of -1 and a severity ratio of 57.9%
- EEOG 07: Administrative and Senior Clerical with the internal representation percentage of 0.4% compared to the external local labour availability of 1.6% with a gap of -3 and a severity ratio of 24.3%
- EEOG 10: Clerical Personnel with the internal representation percentage of 0.9% compared to the external local labour availability of 1.4% with a gap of -1 and a severity ratio of 63.8%

No internal representation of Aboriginal peoples can be found in:

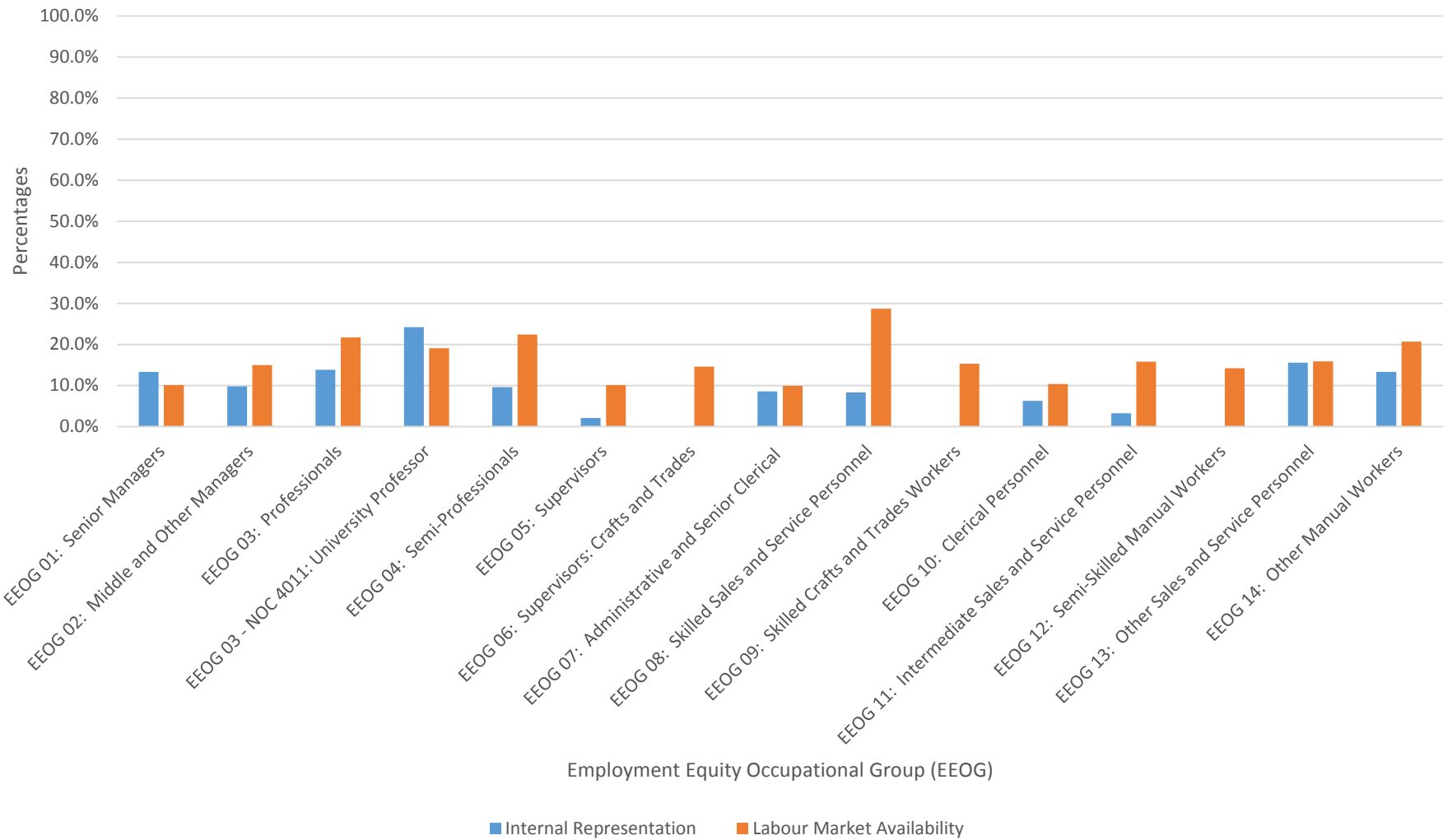
- EEOG 01: Senior Managers
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 11: Intermediate Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers

Out of the 15 categories listed, only 5 EEOGs are considered not significantly underrepresented, 6 groups are significantly underrepresented and 4 are not represented at all.

## 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	13.3%	10.1%	0		National
02: Middle and Other Managers	9.8%	15.0%	-6	65.5%	National
03: Professionals	13.8%	21.7%	-131	63.8%	National
<i>4011: University Professors*</i>	<i>24.2%</i>	<i>19.1%</i>	<i>26</i>		<i>National</i>
04: Semi-Professionals	9.6%	22.4%	-20	42.9%	Provincial
05: Supervisors	2.1%	10.1%	-4	20.6%	Windsor
06: Supervisors: Crafts and Trades	0.0%	14.6%	0	0.0%	Provincial
07: Administrative and Senior Clerical	8.6%	9.9%	-3	86.5%	Windsor
08: Skilled Sales and Service Personnel	8.3%	28.7%	-2	29.0%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	15.3%	-6	0.0%	Provincial
10: Clerical Personnel	6.3%	10.4%	-5	60.1%	Windsor
11: Intermediate Sales and Service Personnel	3.2%	15.8%	-4	20.4%	Windsor
12: Semi-Skilled Manual Workers	0.0%	14.2%	0	0.0%	Windsor
13: Other Sales and Service Personnel	15.6%	15.9%	-1	98.0%	Windsor
14: Other Manual Workers	13.3%	20.7%	-1	64.4%	Windsor

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



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

According to the overall representation of the University of Windsor workforce, visible minorities are significantly underrepresented at 12.2% (2016) compared to the national labour market availability at 17.8% (NHS 2011).

The challenges of underrepresentation continue throughout the majority of the Employment Equity Occupational Groups (EEOGs).

Significant Underrepresentation, where the severity ratio is less than 80%, is found in the following categories:

- EEOG 02: Middle and Other Managers with the internal representation percentage of 9.8% compared to the external national labour availability of 15.0% with a gap of -6 and a severity ratio of 65.5%
- EEOG 03: Professional with the internal representation percentage of 13.8% compared to the external national labour availability of 21.7% with a gap of -131 and a severity ratio of 63.8%
- EEOG 04: Semi-Professionals with the internal representation percentage of 9.6% compared to the external provincial labour availability of 22.4% with a gap of -20 and a severity ratio of 42.9%
- EEOG 05: Supervisors with the internal representation percentage of 2.1% compared to the external local labour availability of 10.1% with a gap of -4 and a severity ratio of 20.6%
- EEOG 08: Skilled Sales and Service Personnel with the internal representation percentage of 8.3% compared to the external provincial labour availability of 28.7% with a gap of -2 and a severity ratio of 29.0%
- EEOG 10: Clerical Personnel with the internal representation percentage of 6.3% compared to the external local labour availability of 10.4% with a gap of -5 and a severity ratio of 60.1%
- EEOG 11: Intermediate Sales and Service Personnel with the internal representation percentage of 3.2% compared to the external local labour availability of 15.8% with a gap of -4 and a severity ratio of 20.4%
- EEOG 14: Other Manual Workers with the internal representation percentage of 13.3% compared to the external local labour availability of 20.7% with a gap of -1 and a severity ratio of 64.4%

No internal representation of visible minorities can be found in:

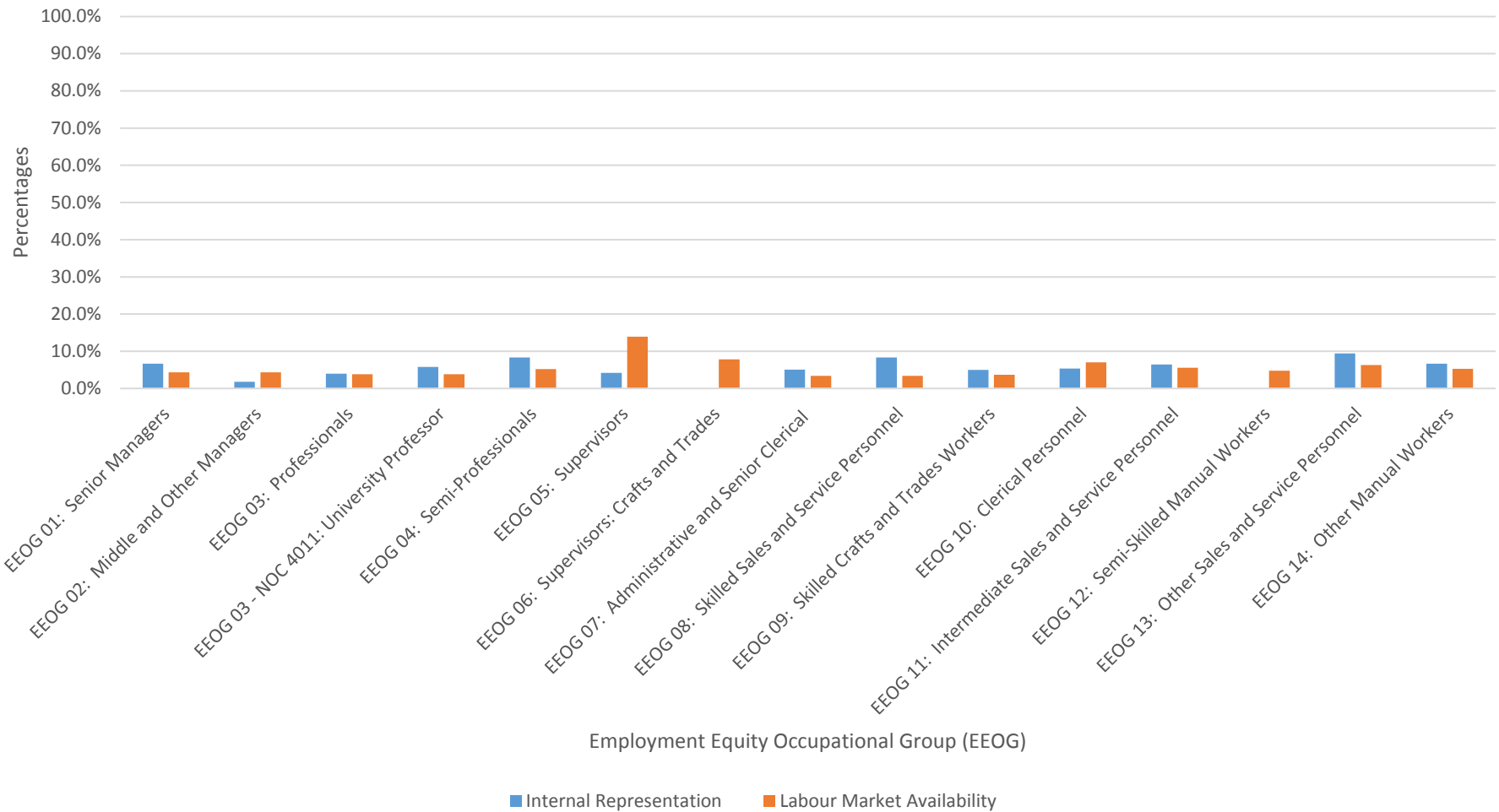
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 12: Semi-Skilled Manual Workers

The above percentages for visible minorities indicate that there are 8 groups that are significantly underrepresented and 3 groups that are not represented at all.

## 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	6.7%	4.3%	0		National
02: Middle and Other Managers	1.8%	4.3%	-3	41.5%	National
03: Professionals	4.0%	3.8%	3		National
<i>4011: University Professors*</i>	<i>5.8%</i>	<i>3.8%</i>	<i>10</i>		<i>National</i>
04: Semi-Professionals	8.3%	5.2%	5		Provincial
05: Supervisors	4.2%	13.9%	-5	30.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	7.8%	0	0.0%	Provincial
07: Administrative and Senior Clerical	5.1%	3.4%	4		Windsor
08: Skilled Sales and Service Personnel	8.3%	3.4%	1		Provincial
09: Skilled Crafts and Trades Workers	5.0%	3.7%	1		Provincial
10: Clerical Personnel	5.4%	7.0%	-2	76.5%	Windsor
11: Intermediate Sales and Service Personnel	6.5%	5.6%	0		Windsor
12: Semi-Skilled Manual Workers	0.0%	4.8%	0	0.0%	Windsor
13: Other Sales and Service Personnel	9.4%	6.3%	8		Windsor
14: Other Manual Workers	6.7%	5.3%	0		Windsor

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



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

According to the overall representation of the University of Windsor workforce, persons with disabilities are represented at 4.9% (2016) compared to the national labour market availability at 4.9% (CSD 2012).

Significant Underrepresentation, where the severity ratio is less than 80%, is found in the following categories:

- EEOG 02: Middle and Other Managers with the internal representation percentage of 1.8% compared to the external national labour availability of 4.3% with a gap of -3 and a severity ratio of 41.5%
- EEOG 05: Supervisors with the internal representation percentage of 4.2% compared to the external local labour availability of 13.9% with a gap of -5 and a severity ratio of 30.0%
- EEOG 10: Clerical Personnel with the internal representation percentage of 5.4% compared to the external local labour availability of 7.0% with a gap of -2 and a severity ratio of 76.5%

No internal representation of persons with disabilities can be found in:

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

In 10 of the 15 groups are represented, 3 are significantly underrepresented and 2 are not represented at all.



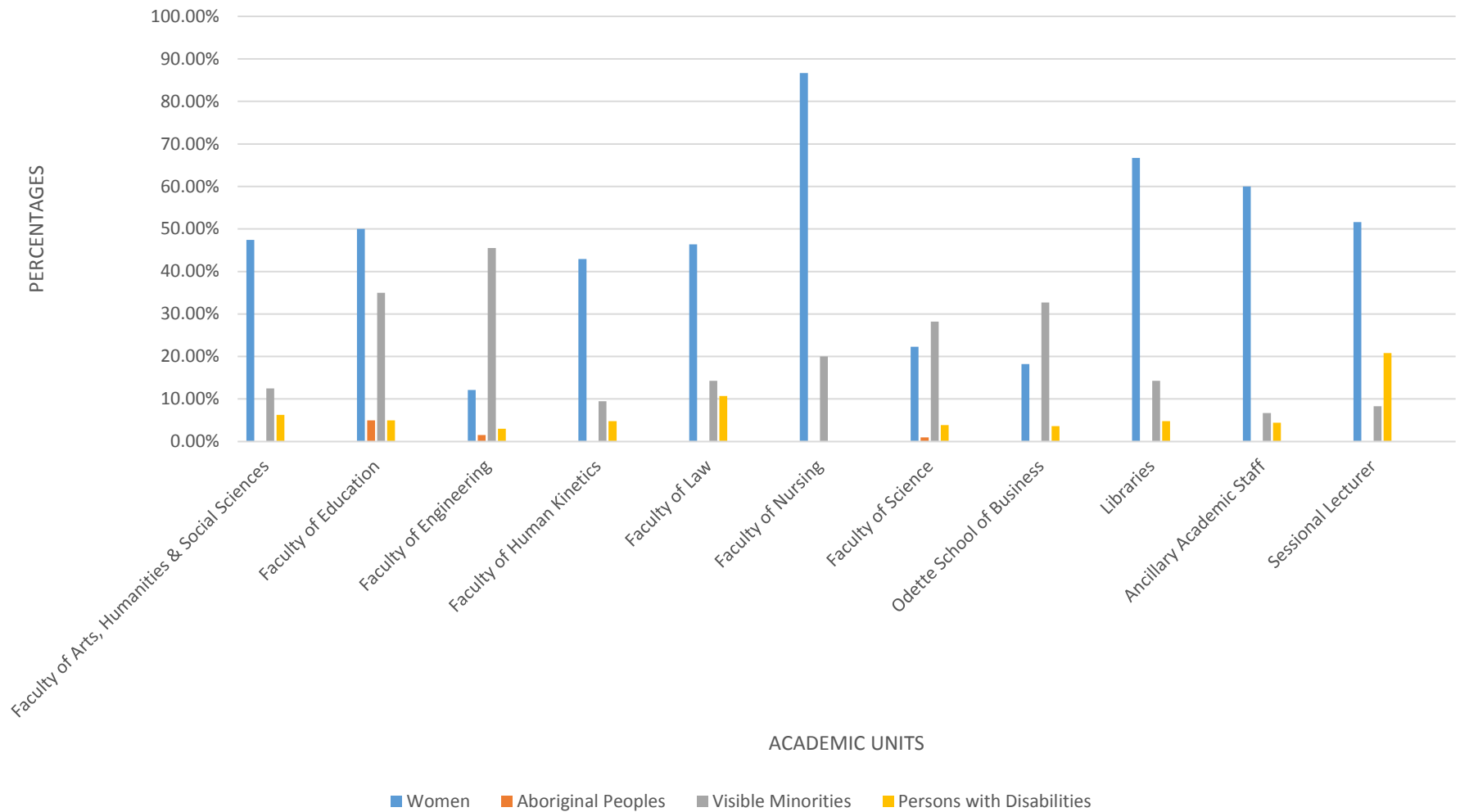
## Designated Group Profile – Academic Units

<b>DESIGNATED GROUP PROFILES – ACADEMIC UNITS</b>					
	<b>Return Rate*</b>	<b>Women</b>	<b>Aboriginal Peoples</b>	<b>Visible Minorities</b>	<b>Persons with Disabilities</b>
<b>NOC #4011</b>					
<b>Faculty of Arts, Humanities &amp; Social Sciences</b>	<b>88.5%</b>	48.2%	0.0%	13.6%	5.8%
<b>Faculty of Education</b>	<b>90.5%</b>	47.6%	4.8%	38.1%	4.8%
<b>Faculty of Engineering</b>	<b>93.8%</b>	14.1%	1.6%	45.3%	4.7%
<b>Faculty of Human Kinetics</b>	<b>95.2%</b>	42.9%	0.0%	9.5%	4.8%
<b>Faculty of Law</b>	<b>85.7%</b>	50.0%	3.6%	21.4%	21.4%
<b>Faculty of Nursing</b>	<b>100.0%</b>	87.5%	0.0%	18.8%	6.3%
<b>Faculty of Science</b>	<b>92.3%</b>	22.1%	1.0%	27.9%	3.8%
<b>Odette School of Business</b>	<b>87.9%</b>	20.7%	0.0%	32.8%	3.4%
<b>NOC #5111</b>					
<b>Libraries</b>	<b>100.0%</b>	72.7%	0.0%	13.6%	0.0%
<b>NOC #4012</b>					
<b>Ancillary Academic Staff</b>	<b>85.4%</b>	62.5%	0.0%	6.3%	4.2%
<b>Sessional Lecturer</b>	<b>93.1%</b>	51.7%	0.0%	6.9%	17.2%
<b>Sessional Instructor**</b>	<b>60.9%</b>	56.1%	-	-	-

\*Return Rate is the percentage of Employment Equity Self-Identification Census or Survey forms that have been submitted

\*\*Return rate of 60.9% for Sessional Instructors is too low to report accurately on self-identification statistics.

## Designated Group Profile – Academic Unit



### **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 87.5% is within the Faculty of Nursing
- The highest percentage of Aboriginal peoples at 4.8% is within the Faculty of Education
- The highest percentage of visible minorities at 45.3% is within the Faculty of Engineering
- The highest percentage of persons with disabilities at 21.4% is within the Faculty of Law

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

- The lowest percentage of women at 14.1% 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 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 3.4% is within the Odette School of Business

In the workforce data for the Academic Units, the percentages reflect some of the historical trends of the demographic profile. For example, the percentage of women is the highest in the Faculty of Nursing at 87.5%, the lowest percentage of women is within the Faculty of Engineering at 14.1%. The highest percentage of visible minorities is found within the Faculty of Engineering at 45.3%. Zero percentages is found in half of the Academic Units for Aboriginal peoples. Lastly, the highest percentage of persons with disabilities is found within the Faculty of Law at 21.4%.

## **Employment Equity Highlights in 2016**

This section highlights how the University has recognized, enhanced and promoted employment equity through its initiatives in 2016.

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

The Diversity & Equity Assessment & Planning (DEAP) Tool helps assist University units to better understand their unit's environment and climate relating to equity, diversity and inclusion, and to plan ways to meet equity goals of the Academic Plan.

The DEAP Tool is a key component of advancing equity, diversity and inclusion by way of establishing and monitoring unit-specific starting points, goals and timetables.

On March 2016 the University had purchased the DEAP Tool that was developed by Queens University as a 7-year (renewable) pilot project.

During the summer months in 2016 the Office of Human Rights, Equity and Accessibility (OHREA) and Information Technology Services (ITS) submitted the project scope, updated the contents of the tool, and tested the environment of the tool (technical and functional).

The DEAP Tool was launched in late Fall 2016.

The Employment Equity & Human Rights Manager of OHREA met with the DEAP Tool users to train, educate and assist in completing the process of the DEAP Tool.

More information on the DEAP Tool can be found by visiting this link:

<http://www.uwindsor.ca/ohrea/95/deap-tool>

### **Hiring of SPF50 New Assistant Professors Round 1 (15 positions filled)**

The University of Windsor announced an initiative to hire 50 new assistant professor positions over three years time span (2016-2018). In the first round of the hiring of 50 new assistant professors, through the Strategic Priority Fund (SPF50), 15 tenure-tracked assistant professors were hired in 2016. Each academic unit in this round of faculty hires was provided with their unit's equity profile. The equity profile highlighted areas of under-representation of the four federally designated groups: women, Aboriginal peoples, visible minorities and persons with disabilities. The employment equity data profile of the 15 new hires was reported on the

[“Report of the Review Committee on Employment Equity \(RCEE\) September 2016”](#). More information regarding the 50 new hires can be referenced to the website [Investing in Faculty](#)<sup>8</sup>.

### **Employment Equity Self-Identification Survey**

One of the priorities in 2016 was to ensure that the workforce data at the University of Windsor remained up-to-date as possible. Any employees hired for more than 12 week period, post the 2013 Census Survey, should have had the opportunity to complete the Employment Equity Self-Identification Survey.

With the launch of the University of Windsor’s “MyUWinfo” portal in late 2016, OHREA worked with ITS to add a link to the Employment Equity Self-Identification Survey, as employees frequently log on to access their pay statements. This provided an alternative that could allow current employees and new hires to complete the survey online and/or make updates and changes to their status as needed.

Other ways that supported maintaining the data up-to-date included the following:

- The Employment Equity Manager worked with Information Technology Services (ITS) to compile a list of active employees that have not submitted the Employment Equity Self-Identification survey
- OHREA started to send out a series of electronic reminders to those individuals identified above
- The Employment Equity Manager reviewed the process of how employees were informed about the Employment Equity Self-Identification survey (staff and faculty) to ensure that they receive the information in a timely manner upon being appointed at the University of Windsor

### **Conclusion**

The University of Windsor’s commitment to achieving and maintaining a diverse workforce is an ongoing process. This includes efforts to ensure that its internal policies, procedures, practices, processes and systems are equitable, diverse and inclusive for all employees. The University strives to attract and promote excellence within its workforce that reflects the diversity of the University community and global society.

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<sup>8</sup> <http://www.uwindsor.ca/50newprofs/>