



University
of Windsor

Employment Equity Report 2017



Office of Human Rights, Equity & Accessibility (OHREA)

www.uwindsor.ca/ohrea

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Introduction to the University of Windsor

The University of Windsor acknowledges the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibwa, the Odawa, and the Potawatomi.

The University of Windsor, formerly named as Assumption College, was established in 1857. The University later became known as the University of Windsor in 1963.¹ The University of Windsor is situated in one of the most culturally diverse cities in Canada, where the University campus is comprised of the main campus and the downtown campus. The main campus is nearby the Ambassador Bridge, across the border from Detroit, Michigan, United States. The downtown campus was completed in 2015 where the Centre of Executive and Professional Education and School of Social Work is now located.

The University has more than 15,000 students enrolled in a broad range of undergraduate and graduate programs including several professional schools.² The University of Windsor has over 2300 faculty and staff employees.³

Equity, Diversity and Inclusion at the University of Windsor

The University of Windsor is committed to enhancing equity, diversity and inclusion in its teaching, learning and working environments. To support this commitment, the University provide resources, funding, tools and training to further equity in all facets of academia and administration. It is the University's goal to achieve and maintain an equitable, diverse and inclusive University campus community, which is reflective of the culturally diverse student population, city of Windsor and global society.

June 2013, the Federal Contractors Program (FCP) implemented changes to its program. One of the changes was an increase in the contract threshold from \$200,000 to \$1,000,000⁴. Because of this change, the University of Windsor is no longer a signatory to the FCP. However, the University remains FCP ready, maintaining compliance with key aspects of its requirements.

¹ <http://www.uwindsor.ca/45/fast-facts>

² <http://www.uwindsor.ca/about-the-university>

³ <http://www1.uwindsor.ca/hr/>

⁴ <https://buyandsell.gc.ca/policy-and-guidelines/policy-notifications/PN-50R1>

Employment Equity Self-Identification Survey

All employees of the University of Windsor (full-time, part-time, permanent, temporary) are requested to submit an online employment equity survey. This online survey can be accessed through the employee portal or by visiting the Office of Human Rights, Equity and Accessibility (OHREA) website. Employees can update their status at any time. There is an option to decline if an individual wishes to not self-identify at this time.

The online employment equity survey asks questions in regard to the four federally designated groups: women, Aboriginal peoples, visible minorities and persons with disabilities. The University of Windsor recognizes sexual/gender minorities as a fifth designated group. The employment equity survey uses terminology in accordance with the Employment Equity Act and Federal Contractors Program (FCP).

Workforce Analysis

Analysis of the University's internal representation in the four federally designated groups are then compared to the external labour market availability to determine where representation, under-representation or significant underrepresentation may be present. In accordance with the Employment Equity Act, under-representation is significant and must be addressed when members of a designated group(s) are fewer than eighty (80) percent of the external workforce representation.

The internal representation is the University's faculty and staff employment positions. This includes positions that are held greater than 12 weeks. Excluded are casual employees, student employees and unpaid employees.

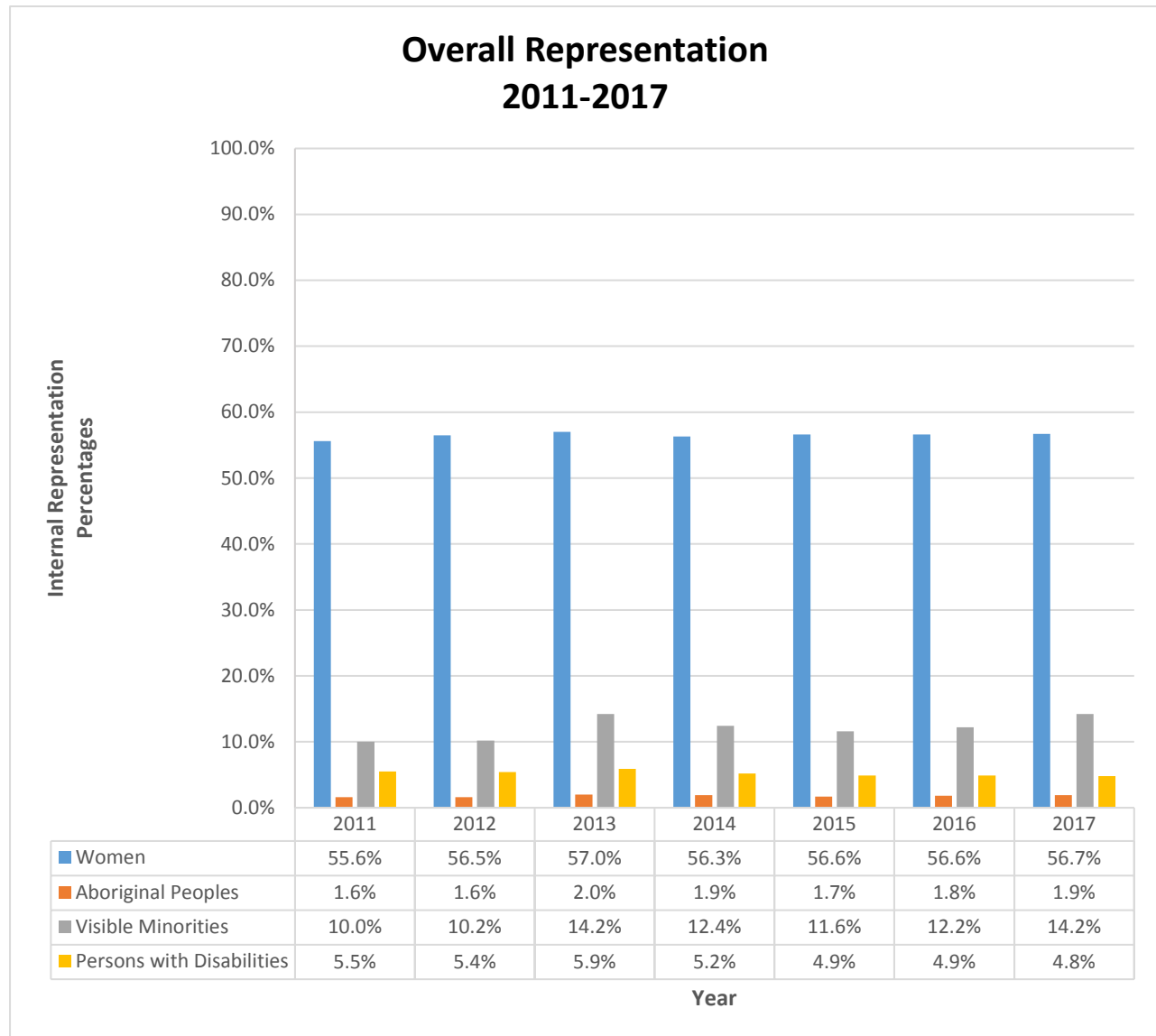
The external labour market availability is obtained from the most recent Statistics Canada census. The external labour market availability for the designated groups women, Aboriginal peoples and visible minorities is obtained from the 2011 National Household Survey (2011 NHS). The external labour market availability for the designated group persons with disabilities is obtained from the 2012 Canadian Survey on Disability (2012 CSD).

The University of Windsor recognizes sexual/gender minorities as a fifth designated group, however, at this time, there is no available external workforce comparator. Therefore, a workforce analysis for this group can not be determined.

The data contained in this report is as of December 2017, which reports the responses provided by the University's faculty and staff employees. This also includes any status changes experienced since January 2017.

Progression Charts:

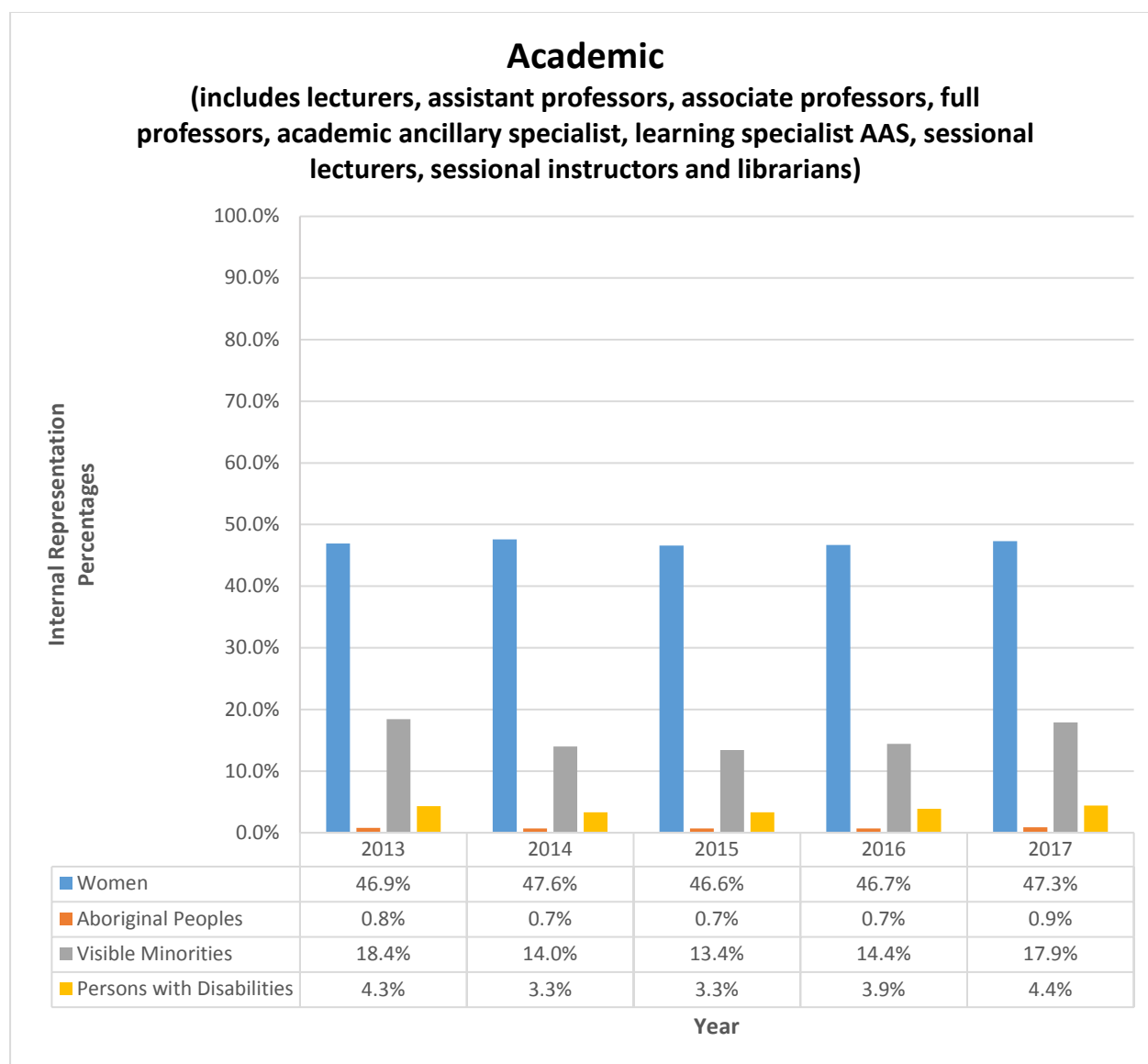
Chart A) Overall Representation 2011-2017



The overall representation of the University of Windsor workforce is shown in the chart above.

- Women show a range of 55.6% in 2011 to 57.0% in 2013
- Aboriginal Peoples show a range of 1.6% in 2011 and 2012 to 2.0% in 2013
- Visible Minorities show a range of 10.0% in 2011 to 14.2% in 2013 and 2017
- Persons with Disabilities a range of 4.8% in 2017 to 5.9% in 2013

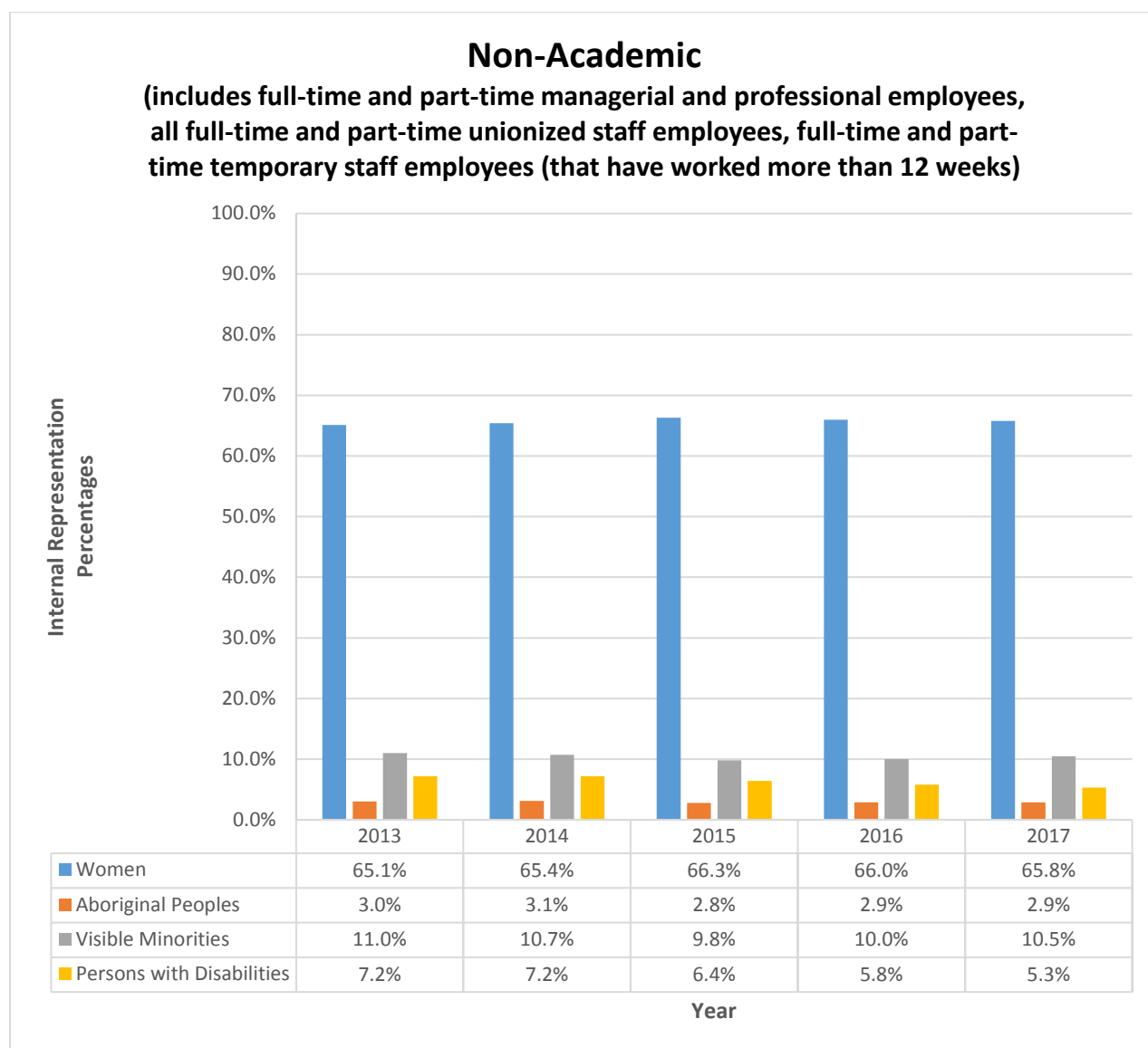
Chart B) Academic Representation 2013-2017



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

- Women show a range of 46.6% in 2015 to 47.6% in 2014
- Aboriginal Peoples show a range of 0.7% in 2014, 2015 and 2016 to 0.9% in 2017
- Visible Minorities show a range of 13.4% in 2015 to 18.4% in 2013
- Persons with Disabilities show a range of 3.3% in 2014 and 2015 to 4.4% in 2017

Chart C) Non-Academic Representation 2013-2017

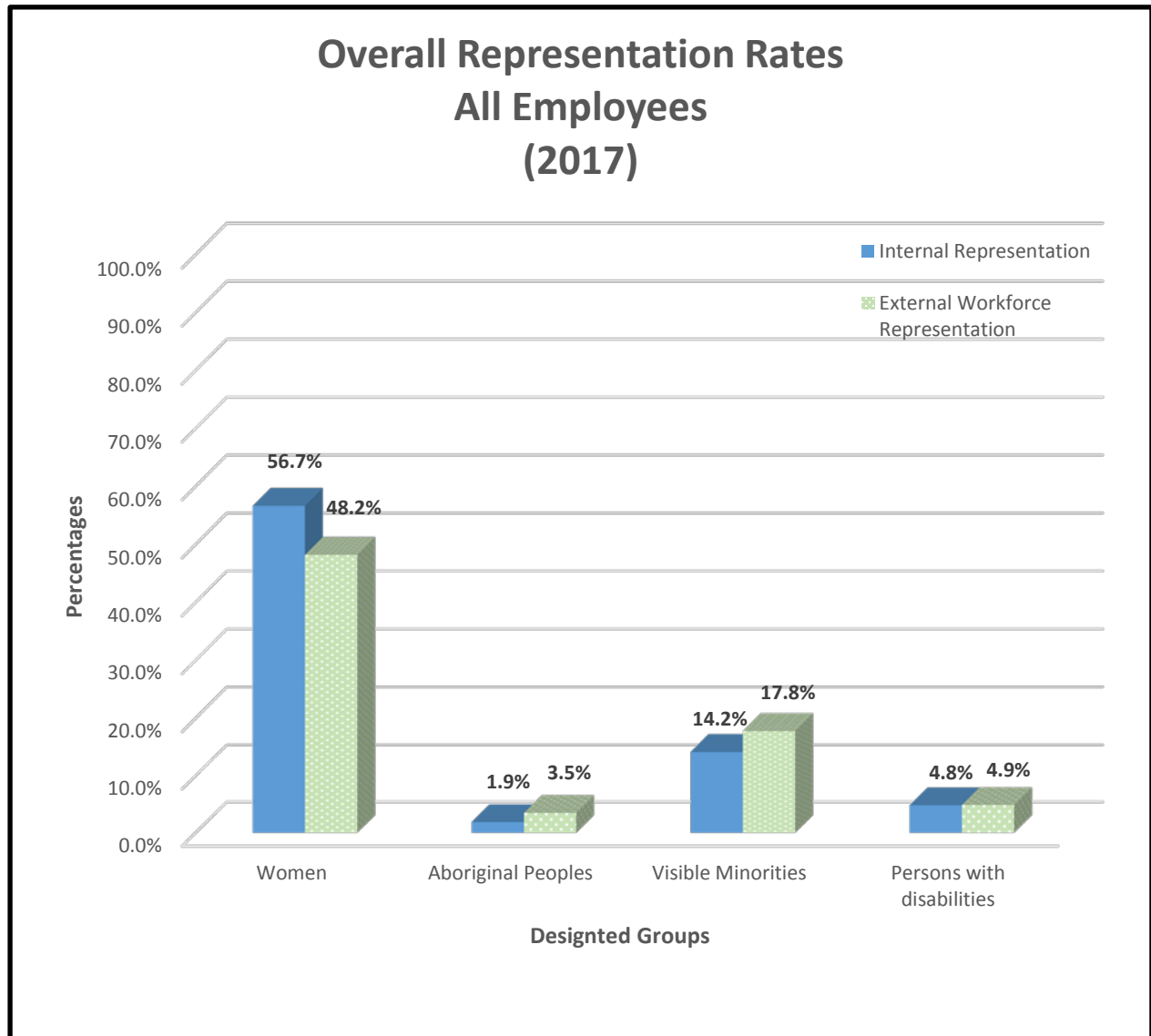


The chart above shows the internal representation of Non-Academic employees at the University of Windsor. This includes all full-time and part-time managerial and professional employees, full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked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

- Women show a range of 65.1% in 2013 to 66.3% in 2015
- Aboriginal Peoples show a range of 2.8% in 2015 to 3.1% in 2014
- Visible Minorities show a range of 9.8% in 2015 to 11.0% in 2013
- Persons with Disabilities show a range of 5.3% in 2017 to 7.2% in 2013 and 2014

Overall Representation Rates (2017)

All Employees (Internal Representation) vs. External Workforce Representation



- Women comprise 56.7% of the internal representation compared to the 48.2 NHS external workforce representation
- Aboriginal peoples comprise 1.9% of the internal representation compared to the 3.5% NHS external workforce representation
- Visible minorities comprise 14.2% of the internal representation compared to the 17.8% NHS external workforce representation
- Persons with disabilities comprise 4.8% of the internal representation compared to the 4.9% CSD external workforce representation

Distribution of Employees (2017) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	12	41.7%	0.0%	16.7%	0.0%
02: Middle and Other Managers	137	51.8%	1.5%	9.5%	2.9%
03: Professionals	1620	50.4%	1.0%	16.9%	4.4%
<i>4011: University Professors*</i>	<i>494</i>	<i>37.2%</i>	<i>1.4%</i>	<i>27.9%</i>	<i>6.3%</i>
04: Semi-Professionals	159	44.0%	3.8%	8.8%	7.7%
05: Supervisors	31	67.7%	3.2%	0.0%	0.0%
06: Supervisors: Crafts and Trades	>10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	275	95.3%	1.5%	10.5%	5.1%
08: Skilled Sales and Service Personnel	12	41.7%	8.3%	8.3%	0.0%
09: Skilled Crafts and Trades Workers	40	2.5%	2.5%	0.0%	2.5%
10: Clerical Personnel	102	81.4%	2.0%	7.8%	3.9%
11: Intermediate Sales and Service Personnel	26	84.6%	0.0%	0.0%	3.8%
12: Semi-Skilled Manual Workers	>10	33.3%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	252	65.1%	6.3%	15.5%	8.3%
14: Other Manual Workers	16	6.3%	6.3%	12.5%	6.3%
Total (EEOG 01-14)	2686	56.7%	1.9%	14.2%	4.8%

* 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 Professors, Associate Professors, Full Professors and Lecturers).

Distribution of Employees (2017) by Designated Groups and EEOGs

Designated Group: Women

- The highest percentage of women at 95.3% is found in the Employment Equity Occupational Group (EEOG) 07: Administrative and Senior Clerical
- The lowest percentage (excluding 0.0%) of women is found in the EEOG 09: Skilled Crafts and Trades Workers at 2.5%
- 0.0% percentage is found in the EEOG 06: Supervisors: Crafts and Trades

Designated Group: Aboriginal Peoples

- The highest percentage of Aboriginal peoples is found in the EEOG 08: Skilled Sales and Service Personnel at 8.3%
- The lowest percentage (excluding 0.0%) of Aboriginal peoples is found in the EEOG 03: Professionals at 1.0%
- 0.0% percentage is found in the following EEOGs:
 - EEOG 01: Senior Managers
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 11: Intermediate Sales and Service Personnel
 - EEOG 12: Semi-Skilled Manual Workers

Designated Group: Visible Minorities

- The highest percentage of visible minorities is found in the EEOG 03: Professionals at 16.9%
- The lowest percentage (excluding 0.0%) of visible minorities is found in the EEOG 10: Clerical Personnel at 7.8%
- 0.0% percentage is found in the following EEOGs:
 - EEOG 05: Supervisors
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 09: Skilled Crafts and Trades Workers
 - EEOG 11: Intermediate Sales and Service Personnel
 - EEOG 12: Semi-Skilled Manual Workers

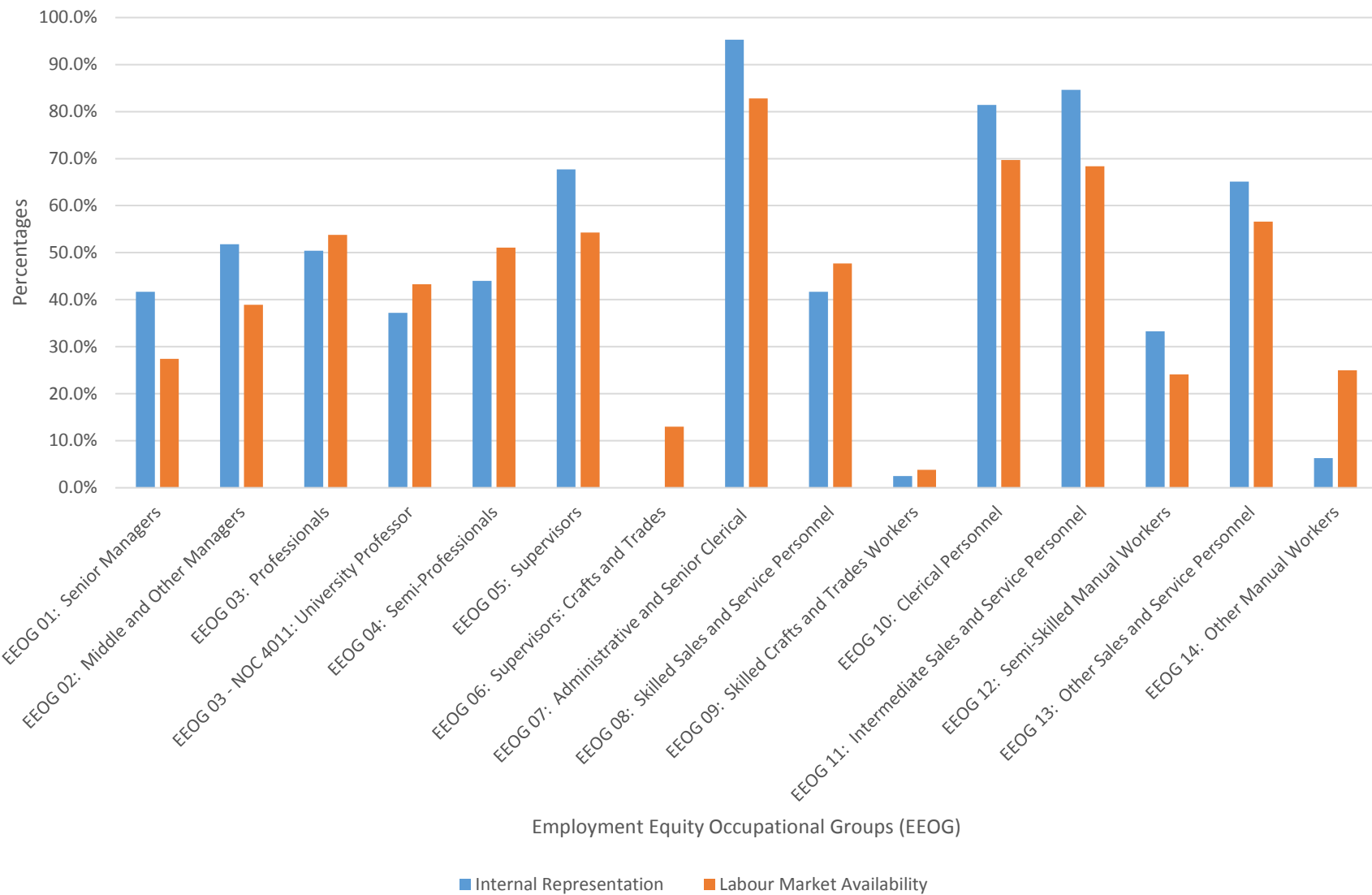
Designated Group: Persons with Disabilities

- The highest percentage of persons with disabilities is found in the EEOG 13: Other Sales and Service Personnel at 8.3%
- The lowest percentage (excluding 0.0%) of Aboriginal peoples is found in the EEOG 09: Skilled Crafts and Trades Workers at 2.5%
- 0.0% percentage is found in the following EEOGs:
 - EEOG 01: Senior Managers
 - EEOG 05: Supervisors
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 08: Skilled Sales and Service Personnel
 - EEOG 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	41.7%	27.4%	2	--	National
02: Middle and Other Managers	51.8%	38.9%	18	--	National
03: Professionals	50.4%	53.8%	-56	93.6%	National
<i>4011: University Professors*</i>	<i>37.2%</i>	<i>43.3%</i>	<i>-30</i>	<i>86.0%</i>	<i>National</i>
04: Semi-Professionals	44.0%	51.1%	-11	86.2%	Provincial
05: Supervisors	67.7%	54.3%	4	--	Windsor
06: Supervisors: Crafts and Trades	0.0%	13.0%	0	0.0%	Provincial
07: Administrative and Senior Clerical	95.3%	82.8%	34	--	Windsor
08: Skilled Sales and Service Personnel	41.7%	47.7%	-1	87.4%	Provincial
09: Skilled Crafts and Trades Workers	2.5%	3.8%	-1	65.8%	Provincial
10: Clerical Personnel	81.4%	69.7%	12	--	Windsor
11: Intermediate Sales and Service Personnel	84.6%	68.4%	4	--	Windsor
12: Semi-Skilled Manual Workers	33.3%	24.1%	0	--	Windsor
13: Other Sales and Service Personnel	65.1%	56.6%	21	--	Windsor
14: Other Manual Workers	6.3%	25.0%	-3	25.0%	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 56.7% (2017) 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 above charts.

The highest internal representation of women is found in the EEOG 07: Administrative and Senior Clerical at 95.3%.

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

- EEOG 03: Professionals with the internal representation at 50.4% compared to the external national labour market availability at 53.8% with a gap of -56 and a severity ratio of 93.6%
- Within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation of 37.2% compared to the external national labour market availability of 43.3% with a gap of -30 and a severity ratio of 86.0%
- EEOG 04: Semi-Professionals with the internal representation at 44.0% compared to the external provincial labour market availability at 51.1% with a gap of -11 and a severity ratio of 86.2%
- EEOG 08: Skilled Sales and Service Personnel with the internal representation at 41.7% compared to the external provincial labour market availability at 47.7% with a gap of -1 and a severity ratio of 87.4%

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

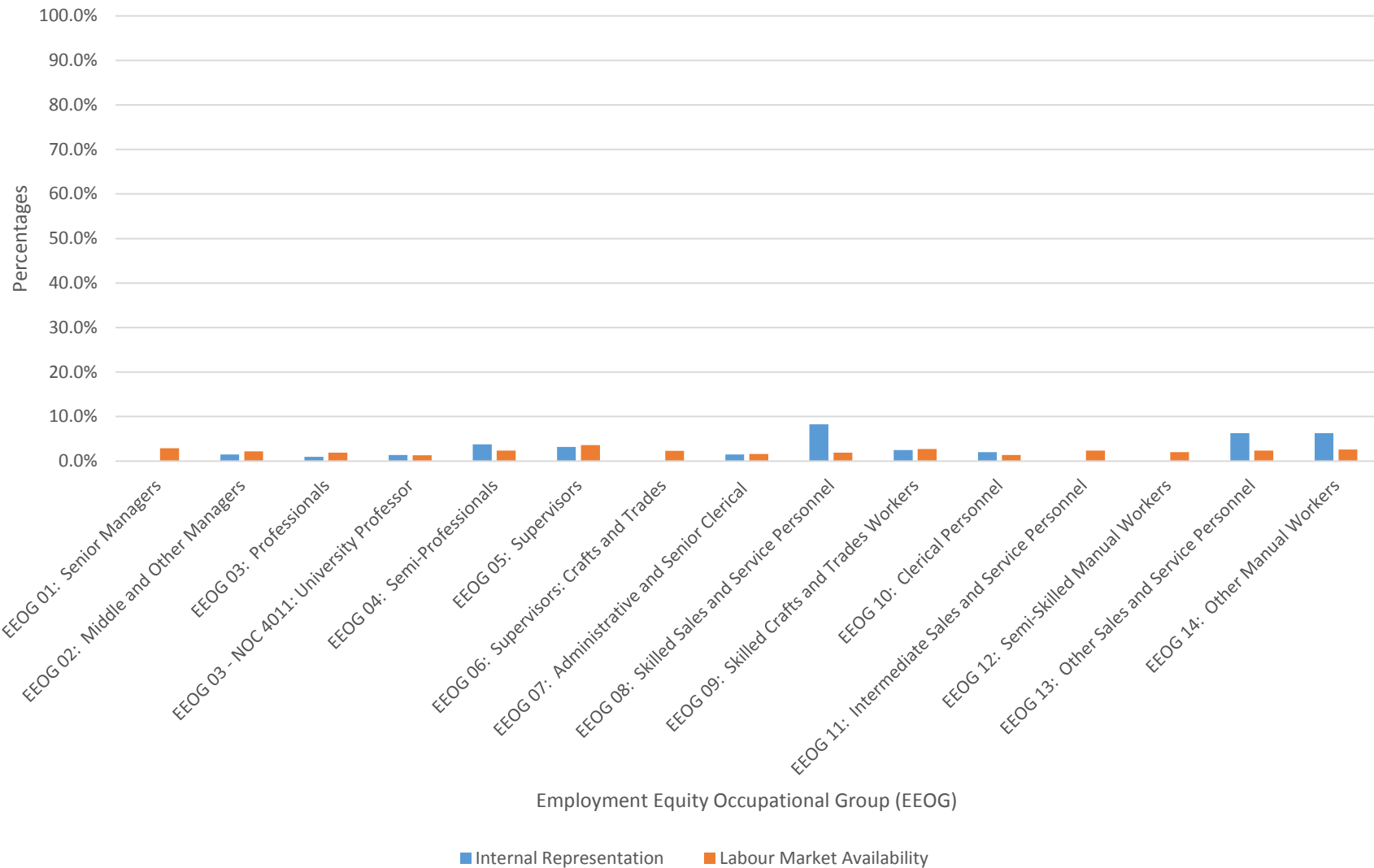
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation at 2.5% compared to the external provincial labour market availability at 3.8% with a gap of -1 and a severity ratio of 65.8%
- EEOG 14: Other Manual Workers with an internal representation at 6.3% compared to the external local labour market availability at 25.0% with a gap of -3 and a severity ratio of 25.0%

In addition, no internal representation of women can be found in the EEOG 06: Supervisors: Crafts and Trades

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	1.5%	2.2%	-1	66.4%	National
03: Professionals	1.0%	1.9%	-14	55.2%	National
<i>4011: University Professors*</i>	<i>1.4%</i>	<i>1.3%</i>	<i>1</i>	<i>--</i>	<i>National</i>
04: Semi-Professionals	3.8%	2.4%	2	--	Provincial
05: Supervisors	3.2%	3.6%	0	89.6%	Windsor
06: Supervisors: Crafts and Trades	0.0%	2.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	1.5%	1.6%	0	90.9%	Windsor
08: Skilled Sales and Service Personnel	8.3%	1.9%	1	--	Provincial
09: Skilled Crafts and Trades Workers	2.5%	2.7%	0	92.6%	Provincial
10: Clerical Personnel	2.0%	1.4%	1	--	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	6.3%	2.4%	10	--	Windsor
14: Other Manual Workers	6.3%	2.6%	1	--	Windsor

Aboriginal Peoples Internal Representative vs. External Labour Market Availability



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 1.9% (2017) compared to the national labour market availability at 3.5% (NHS). There continues to be significant challenges of underrepresentation of Aboriginal peoples throughout the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of Aboriginal peoples is found in the EEOG 08: Skilled Crafts and Trades Workers at 8.3%.

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

- EEOG 05: Supervisors with the internal representation at 3.2% compared to the external local labour market availability at 3.6% with a gap of 0 and a severity ratio of 89.6%
- EEOG 07: Administrative and Senior Clerical with the internal representation at 1.5% compared to the external local labour market availability at 1.6% with a gap of 0 and a severity ratio of 90.9%
- EEOG 09: Skilled Crafts and Trades Workers with the internal representation at 2.5% compared to the external provincial labour market availability at 2.7% with a gap of 0 and a severity ratio of 92.6%

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

- EEOG 02: Middle and Other Managers with an internal representation at 1.5% compared to the external national labour market availability at 2.2% with a gap of -1 and a severity ratio of 66.4%
- EEOG 03: Professionals with an internal representation at 1.0% compared to the external national labour market availability at 1.9% with a gap of -14 and a severity ratio of 55.2%

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

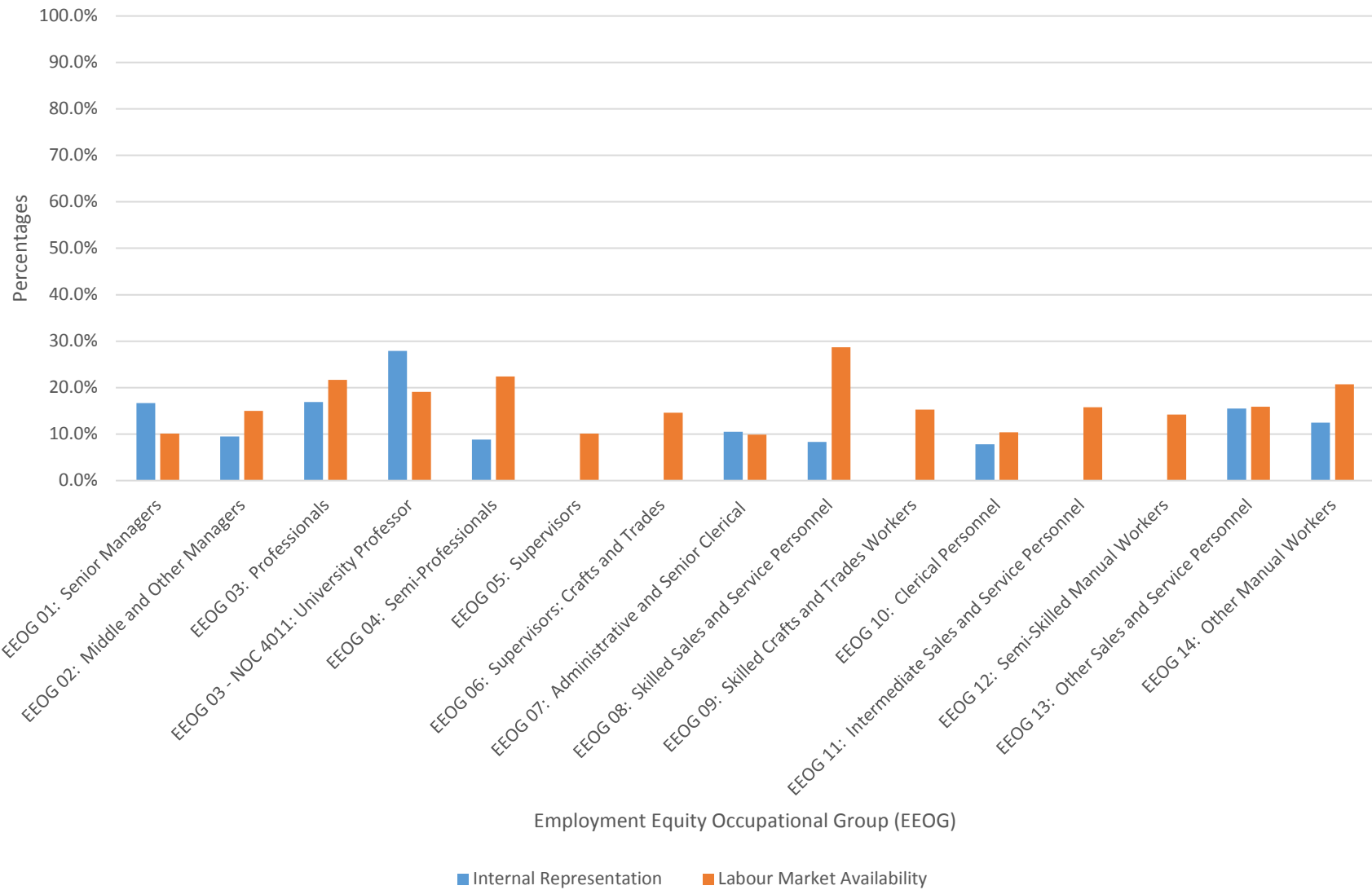
- EEOG 01: Senior Managers
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 11: Intermediate Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers

Out of the 14 EEOGs categories listed, only 3 EEOGs are considered not significantly underrepresented, 2 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	16.7%	10.1%	1	--	National
02: Middle and Other Managers	9.5%	15.0%	-8	63.3%	National
03: Professionals	16.9%	21.7%	-79	77.7%	National
<i>4011: University Professors*</i>	<i>27.9%</i>	<i>19.1%</i>	<i>44</i>	<i>--</i>	<i>National</i>
04: Semi-Professionals	8.8%	22.4%	-22	39.3%	Provincial
05: Supervisors	0.0%	10.1%	-3	0.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	14.6%	0	0.0%	Provincial
07: Administrative and Senior Clerical	10.5%	9.9%	2	--	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	7.8%	10.4%	-3	75.4%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	15.8%	-4	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	14.2%	0	0.0%	Windsor
13: Other Sales and Service Personnel	15.5%	15.9%	-1	97.3%	Windsor
14: Other Manual Workers	12.5%	20.7%	-1	60.4%	Windsor

Visible Minorities Internal Representation vs. External Labour Market Availability



Visible Minorities – Internal Representation vs. External Labour Market Availability

Overall, visible minorities are significantly underrepresented in comparison to the national labour market availability at 14.2% (2017) internal representation compared to the 17.8% (NHS) external workforce representation. The challenges of underrepresentation continue throughout the majority of the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of visible minorities is found in the EEOG 03: Professionals at 16.9%.

Underrepresentation that is not considered significant per the severity ratio is found in the EEOG 13: Other Sales and Service Personnel with the internal representation at 15.5% compared to the external local labour market availability at 15.9% with a gap of -1 and a severity ratio of 97.3%

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

- EEOG 02: Middle and Other Managers with an internal representation at 9.5% compared to the external national labour market availability at 15.0% with a gap of -8 and a severity ratio of 63.3%
- EEOG 03: Professionals with an internal representation at 16.9% compared to the external national labour market availability at 21.7% with a gap of -79 and a severity ratio of 77.7%
- EEOG 04: Semi-Professionals with an internal representation at 8.8% compared to the external provincial labour market availability at 22.4% with a gap of -22 and a severity ratio of 39.3%
- EEOG 08: Skilled Sales and Service Personnel with an internal representation at 8.3% compared to the external provincial labour market availability at 28.7% with a gap of -2 and a severity ratio of 29.0%
- EEOG 10: Clerical Personnel with an internal representation at 7.8% compared to the external local labour market availability at 10.4% with a gap of -3 and a severity ratio of 75.4%
- EEOG 14: Other Manual Workers with an internal representation at 12.5% compared to the external local labour market availability at 20.7% with a gap of -1 and a severity ratio of 60.4%

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

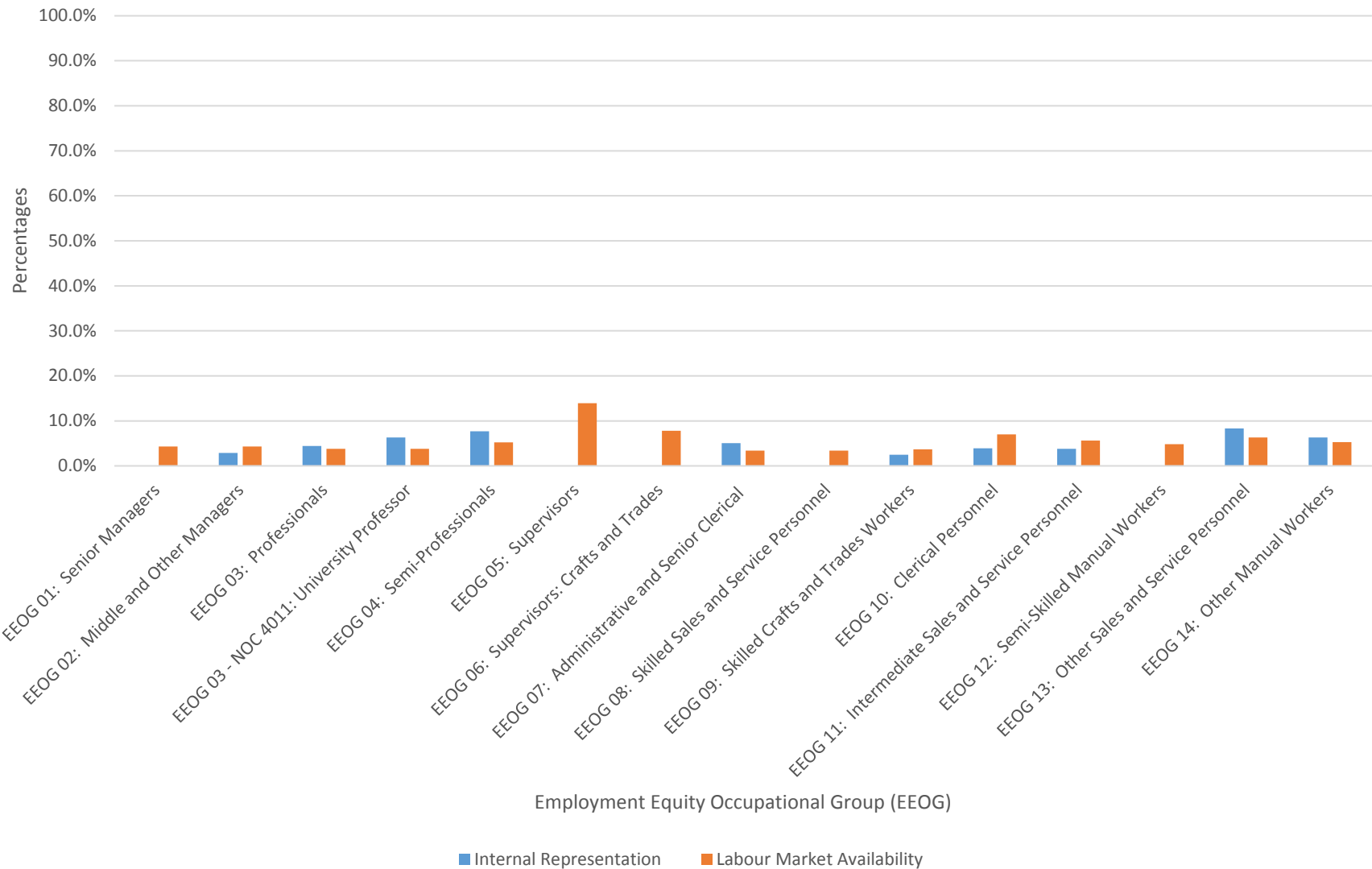
- EEOG 05: Supervisors
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 11: Intermediate Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers

Out of the 14 EEOGs categories listed, only 1 EEOG is considered not significantly underrepresented, 6 groups are significantly underrepresented and 5 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	0.0%	4.3%	-1	0.0%	National
02: Middle and Other Managers	2.9%	4.3%	-2	67.9%	National
03: Professionals	4.4%	3.8%	10	--	National
<i>4011: University Professors*</i>	<i>6.3%</i>	<i>3.8%</i>	<i>12</i>	<i>--</i>	<i>National</i>
04: Semi-Professionals	7.7%	5.2%	4	--	Provincial
05: Supervisors	0.0%	13.9%	-4	0.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	7.8%	0	0.0%	Provincial
07: Administrative and Senior Clerical	5.1%	3.4%	5	--	Windsor
08: Skilled Sales and Service Personnel	0.0%	3.4%	0	0.0%	Provincial
09: Skilled Crafts and Trades Workers	2.5%	3.7%	0	67.6%	Provincial
10: Clerical Personnel	3.9%	7.0%	-3	56.0%	Windsor
11: Intermediate Sales and Service Personnel	3.8%	5.6%	0	68.7%	Windsor
12: Semi-Skilled Manual Workers	0.0%	4.8%	0	0.0%	Windsor
13: Other Sales and Service Personnel	8.3%	6.3%	5	--	Windsor
14: Other Manual Workers	6.3%	5.3%	0	--	Windsor

Persons with Disabilities Internal Representation vs. External Labour Market Availability



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

Overall, persons with disabilities are slightly underrepresented at 4.8% (2017) in comparison to the national labour market availability at 4.9% (CSD). There continues to be challenges with respect to underrepresentation of persons with disabilities in the following EEOGs.

The highest internal representation of persons with disabilities is found in the EEOG 13: Other Sales and Service Personnel at 8.3%.

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

- EEOG 02: Middle and Other Managers with an internal representation at 2.9% compared to the external national labour market availability at 4.3% with a gap of -2 and a severity ratio of 67.9%
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation at 2.5% compared to the external provincial labour market availability at 3.7% with a gap of 0 and a severity ratio of 67.6%
- EEOG 10: Clerical Personnel with an internal representation at 3.9% compared to the external local labour market availability at 7.0% with a gap of -3 and a severity ratio of 56.0%
- EEOG 11: Intermediate Sales and Service Personnel with an internal representation at 3.8% compared to the external local labour market availability at 5.6% with a gap of 0 and a severity ratio of 68.7%

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

- EEOG 01: Senior Managers
- EEOG 05: Supervisors
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 08: Skilled Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers

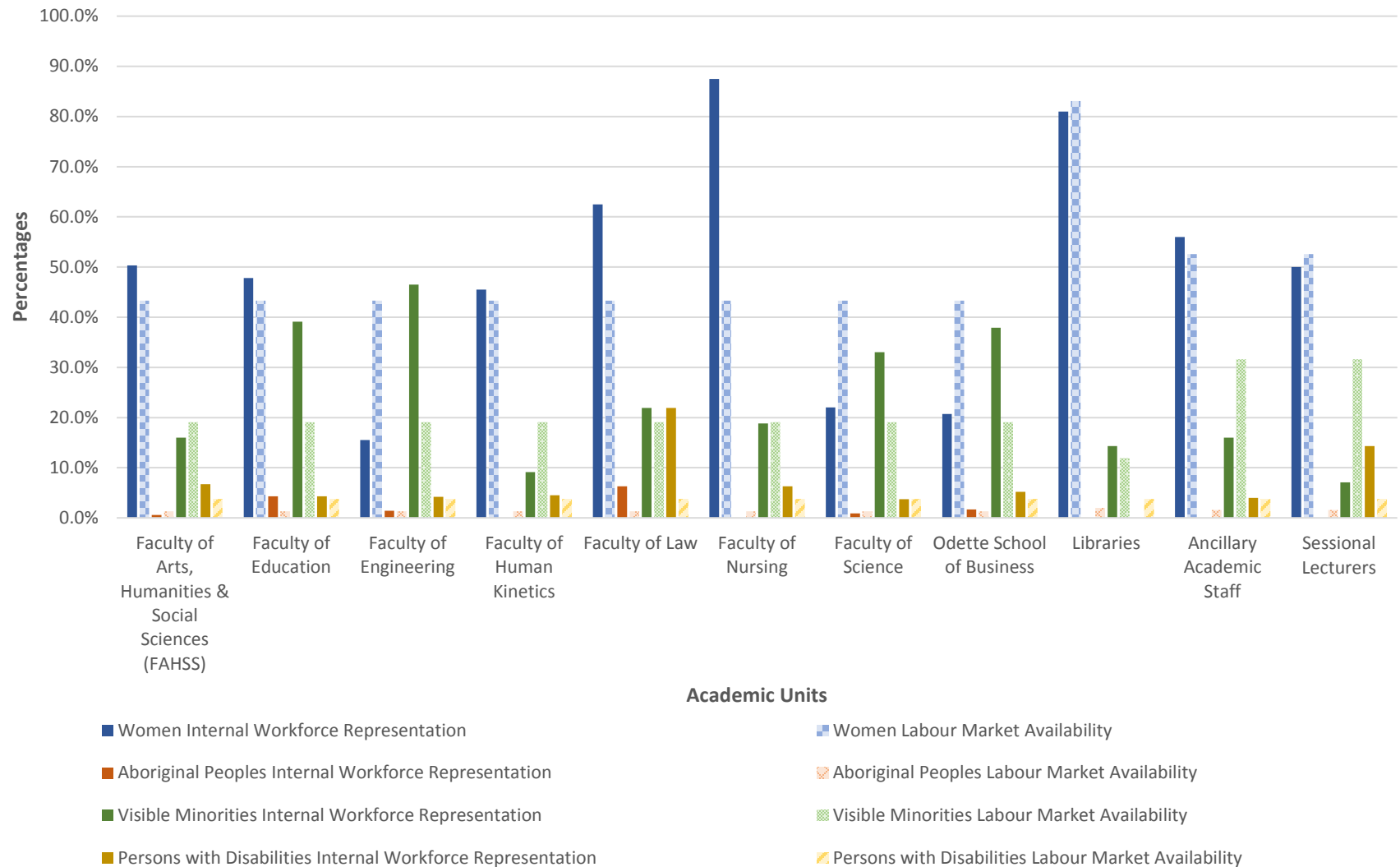
Out of the 14 EEOGs categories listed, only 4 groups are significantly underrepresented and 5 are not represented at all.

Designated Group Employment Equity Data Profile – Academic Units

(includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant dean, associate deans and deans)

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS												
	Women			Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio
Faculty of Arts, Humanities & Social Sciences (FAHSS)	50.3%	43.3%	--	0.6%	1.3%	46.2%	16.0%	19.1%	83.8%	6.7%	3.8%	--
Faculty of Education	47.8%	43.3%	--	4.3%	1.3%	--	39.1%	19.1%	--	4.3%	3.8%	--
Faculty of Engineering	15.5%	43.3%	35.8%	1.4%	1.3%	--	46.5%	19.1%	--	4.2%	3.8%	--
Faculty of Human Kinetics	45.5%	43.3%	--	0.0%	1.3%	0.0%	9.1%	19.1%	47.6%	4.5%	3.8%	--
Faculty of Law	62.5%	43.3%	--	6.3%	1.3%	--	21.9%	19.1%	--	21.9%	3.8%	--
Faculty of Nursing	87.5%	43.3%	--	0.0%	1.3%	0.0%	18.8%	19.1%	98.4%	6.3%	3.8%	--
Faculty of Science	22.0%	43.3%	50.8%	0.9%	1.3%	69.2%	33.0%	19.1%	--	3.7%	3.8%	97.4%
Odette School of Business	20.7%	43.3%	47.8%	1.7%	1.3%	--	37.9%	19.1%	--	5.2%	3.8%	--
Libraries	81.0%	83.1%	97.5%	0.0%	2.0%	0.0%	14.3%	11.9%	--	0.0%	3.8%	0.0%
Ancillary Academic Staff	56.0%	52.6%	--	0.0%	1.6%	0.0%	16.0%	31.6%	50.6%	4.0%	3.8%	--
Sessional Lecturers	50.0%	52.6%	95.1%	0.0%	1.6%	0.0%	7.1%	31.6%	22.5%	14.3%	3.8%	--

Designated Group Employment Equity Profile - Academic Units
Internal Workforce Representation vs. External Labour Market Availability
 (includes all lecturers, assistant professors, associate professors, and full professors;
 excludes assistant dean, associat



Designated Group Profiles – Academic Units

This chart gives a breakdown of the Academic Units by University Professors (NOC 4011), Librarians (NOC 5111) and Other faculty related (NOC 4012).

In the category University Professors NOC 4011 (by Faculty)

- Women meet representation in the following Academic Units
 - FAHSS
 - Faculty of Education
 - Faculty of Human Kinetics
 - Faculty of Law
 - Faculty of Nursing
- Aboriginal Peoples meet representation in the following Academic Units
 - Faculty of Education
 - Faculty of Engineering
 - Faculty of Law
 - Odette School of Business
- Visible Minorities meet representation in the following Academic Units
 - Faculty of Education
 - Faculty of Engineering
 - Faculty of Law
 - Faculty of Science
 - Odette School of Business
- Persons with Disabilities meet representation in the following Academic Units
 - FAHSS
 - Faculty of Education
 - Faculty of Engineering
 - Faculty of Human Kinetics
 - Faculty of Law
 - Faculty of Nursing
 - Odette School of Business

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

- Women are significantly underrepresented in the following Academic Units
 - Faculty of Engineering
 - Faculty of Science
 - Odette School of Business
- Aboriginal Peoples are significantly underrepresented in the following Academic Units
 - FAHSS

- Faculty of Human Kinetics
- Faculty of Nursing
- Faculty of Science
- Visible Minorities are significantly underrepresented in the Faculty of Human Kinetics and are underrepresented (not deemed significant) in the following Academic Units
 - FAHSS
 - Faculty of Nursing
- Persons with Disabilities are underrepresented (not deemed significant) in the Faculty of Science

In the category Librarians NOC 5111 and Ancillary Academic Staff & Sessional Lecturers NOC 4012

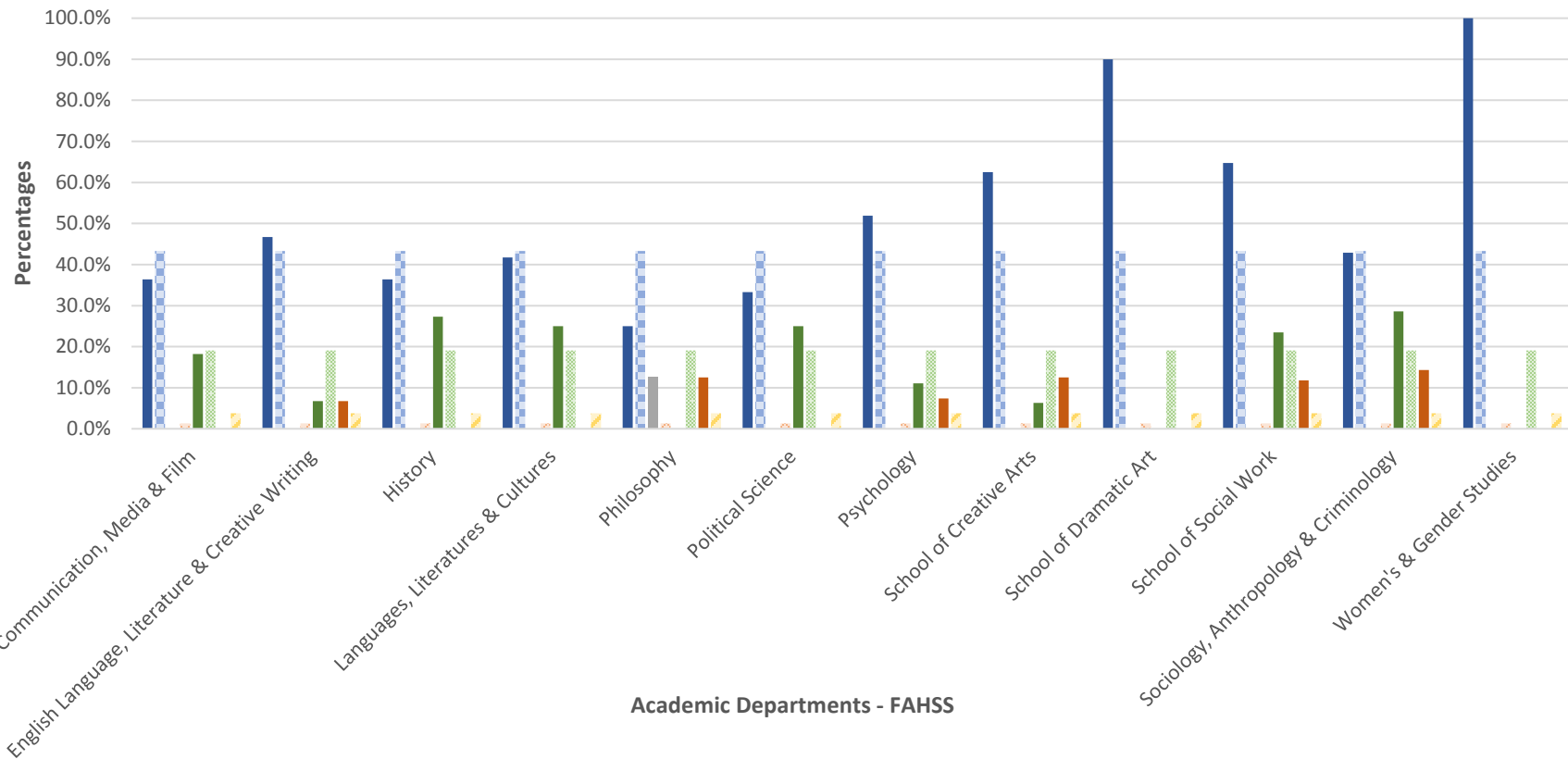
- Although the internal workforce representation for women in Libraries is 81%, compared to the Labour Market Availability, the ratio is slightly underrepresented at 97.5%
- Women are represented for Ancillary Academic Staff and slightly underrepresented for Sessional Lecturers at 95.1%
- There is zero representation of Aboriginal Peoples for Libraries, Ancillary Academic Staff and Sessional Lecturers
- There is representation of Visible Minorities for Libraries, however, there is significant underrepresentation of Visible Minorities for both Ancillary Academic Staff and Sessional Lecturers
- There is zero representation of Persons with Disabilities for Libraries and representation for both Ancillary Academic Staff and Sessional Lecturers

Designated Group Profile – Academic Departments - FAHSS

(includes all lecturers, assistant professors, associate professors and full professors; excludes assistant dean, associate deans and deans)

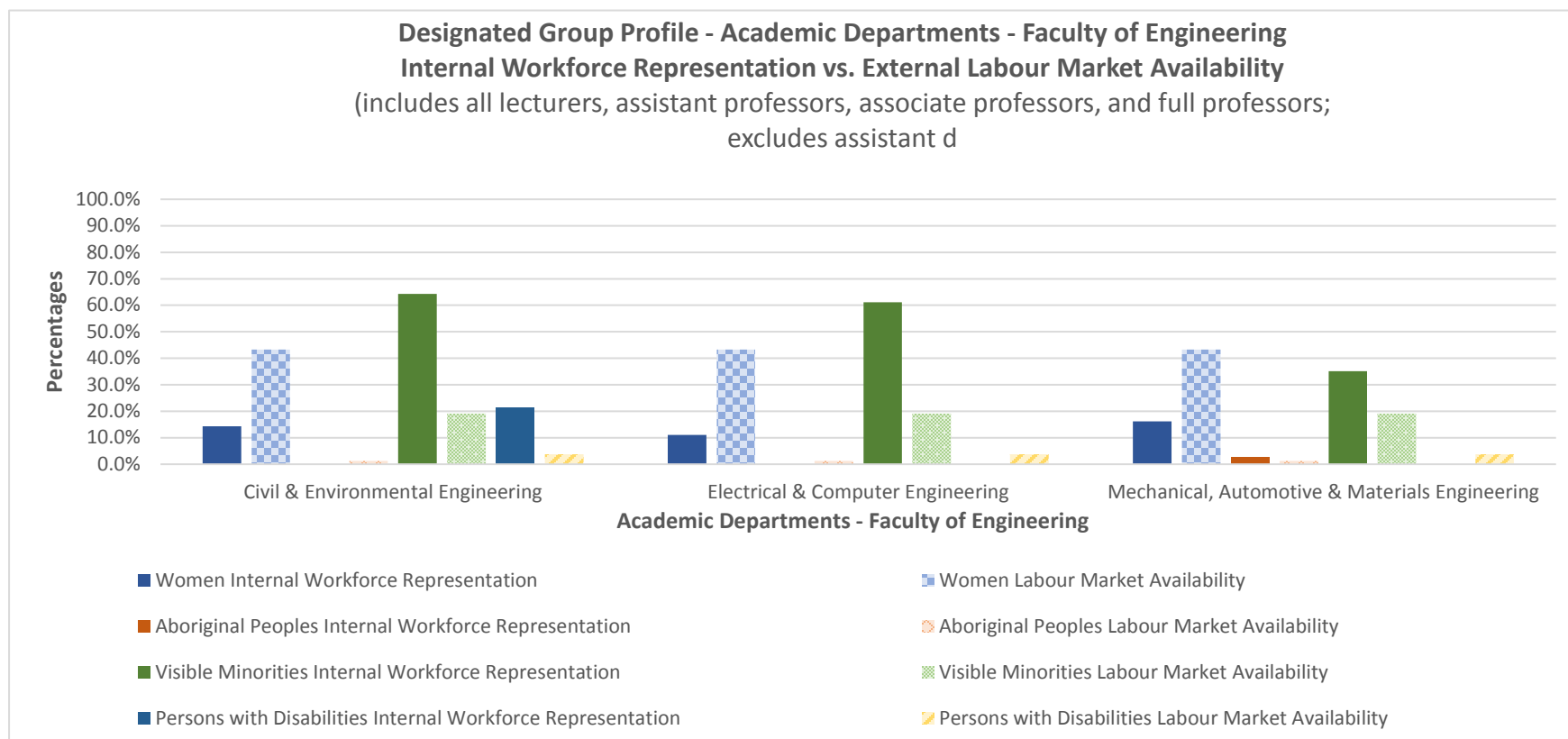
DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - FAHSS												
	Women			Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio
Communication, Media & Film	36.4%	43.3%	84.1%	0.0%	1.3%	0.0%	18.2%	19.1%	95.3%	0.0%	3.8%	0.0%
English Language, Literature & Creative Writing	46.7%	43.3%	--	0.0%	1.3%	0.0%	6.7%	19.1%	35.1%	6.7%	3.8%	--
History	36.4%	43.3%	84.1%	0.0%	1.3%	0.0%	27.3%	19.1%	--	0.0%	3.8%	0.0%
Languages, Literatures & Cultures	41.7%	43.3%	96.3%	0.0%	1.3%	0.0%	25.0%	19.1%	--	0.0%	3.8%	0.0%
Philosophy	25.0%	43.3%	57.7%	12.5%	1.3%	--	0.0%	19.1%	0.0%	12.5%	3.8%	--
Political Science	33.3%	43.3%	76.9%	0.0%	1.3%	0.0%	25.0%	19.1%	--	0.0%	3.8%	0.0%
Psychology	51.9%	43.3%	--	0.0%	1.3%	0.0%	11.1%	19.1%	58.1%	7.4%	3.8%	--
School of Creative Arts	62.5%	43.3%	--	0.0%	1.3%	0.0%	6.3%	19.1%	33.0%	12.5%	3.8%	--
School of Dramatic Art	90.0%	43.3%	--	0.0%	1.3%	0.0%	0.0%	19.1%	0.0%	0.0%	3.8%	0.0%
School of Social Work	64.7%	43.3%	--	0.0%	1.3%	0.0%	23.5%	19.1%	--	11.8%	3.8%	--
Sociology, Anthropology & Criminology	42.9%	43.3%	99.1%	0.0%	1.3%	0.0%	28.6%	19.1%	--	14.3%	3.8%	--
Women's & Gender Studies	100.0%	43.3%	--	0.0%	1.3%	0.0%	0.0%	19.1%	0.0%	0.0%	3.8%	0.0%

Designated Group Profile - Academic Departments - FAHSS
Internal Workforce Representation vs. External Labour Market Availability
(includes all lecturers, assistant professors, associate professors, and full professors;
excludes assistant dean, associate de



- Women Internal Workforce Representation
- Aboriginal Peoples Internal Workforce Representation
- Visible Minorities Internal Workforce Representation
- Persons with Disabilities Internal Workforce Representation
- ▨ Women Labour Market Availability
- ▨ Aboriginal Peoples Labour Market Availability
- ▨ Visible Minorities Labour Market Availability
- ▨ Persons with Disabilities Labour Market Availability

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - Faculty of Engineering												
	Women			Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio
Civil & Environmental Engineering	14.3%	43.3%	33.0%	0.0%	1.3%	0.0%	64.3%	19.1%	--	21.4%	3.8%	--
Electrical & Computer Engineering	11.1%	43.3%	25.6%	0.0%	1.3%	0.0%	61.1%	19.1%	--	0.0%	3.8%	0.0%
Mechanical, Automotive & Materials Engineering	16.2%	43.3%	37.4%	2.7%	1.3%	--	35.1%	19.1%	--	0.0%	3.8%	0.0%

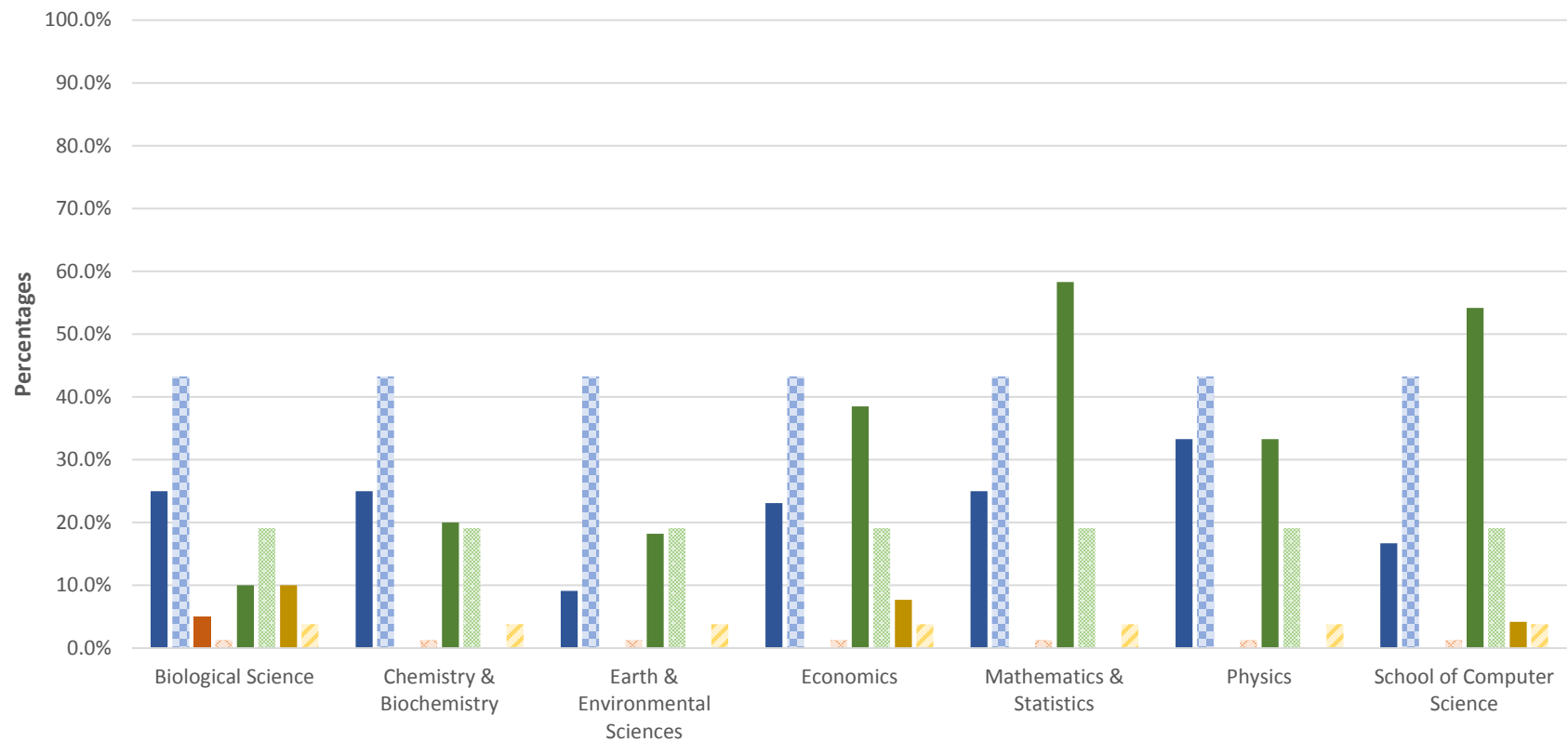


Designated Group Profile – Academic Departments – Faculty of Science

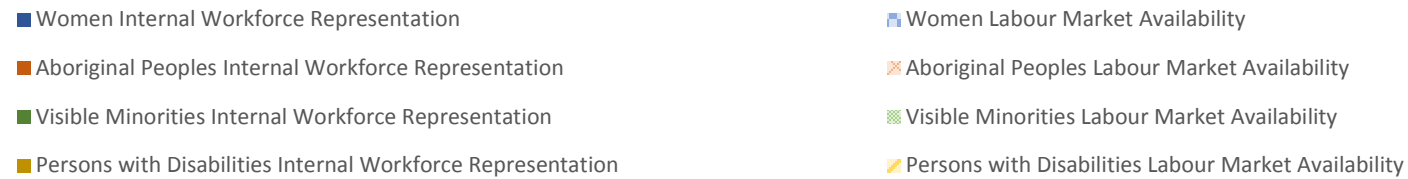
(includes all lecturers, assistant professors, associate professors and full professors; excludes assistant dean, associate deans and deans)

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - Faculty of Science												
	Women			Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio
Biological Science	25.0%	43.3%	57.7%	5.0%	1.3%	--	10.0%	19.1%	52.4%	10.0%	3.8%	--
Chemistry & Biochemistry	25.0%	43.3%	57.7%	0.0%	1.3%	0.0%	20.0%	19.1%	--	0.0%	3.8%	0.0%
Earth & Environmental Sciences	9.1%	43.3%	21.0%	0.0%	1.3%	0.0%	18.2%	19.1%	95.3%	0.0%	3.8%	0.0%
Economics	23.1%	43.3%	53.3%	0.0%	1.3%	0.0%	38.5%	19.1%	--	7.7%	3.8%	--
Mathematics & Statistics	25.0%	43.3%	57.7%	0.0%	1.3%	0.0%	58.3%	19.1%	--	0.0%	3.8%	0.0%
Physics	33.3%	43.3%	76.9%	0.0%	1.3%	0.0%	33.3%	19.1%	--	0.0%	3.8%	0.0%
School of Computer Science	16.7%	43.3%	38.6%	0.0%	1.3%	0.0%	54.2%	19.1%	--	4.2%	3.8%	--

Designated Group Profile - Academic Departments - Faculty of Science
Internal Workforce Representation vs. External Labour Market Availability
(includes all lecturers, assistant professors, associate professors, and full professors;
excludes assistant deans)



Academic Department - Faculty of Science



Designated Group Profiles – Academic Departments

The charts above give a further breakdown of the Academic Units by University Professors (NOC 4011) by Academic Departments.

In the category University Professors NOC 4011 (by Departments)

- Women meet representation in the following Academic Departments
 - English Language, Literature & Creative Writing
 - Psychology
 - School of Creative Arts
 - School of Dramatic Arts
 - School of Social Work
 - Women & Gender Studies
- Aboriginal people meet representation in the following Academic Departments
 - Philosophy
 - Mechanical, Automotive & Materials Engineering
 - Biological Sciences
- Visible Minorities meet representation in the following Academic Departments
 - History
 - Languages, Literatures & Cultures
 - Political Science
 - School of Social Work
 - Sociology, Anthropology & Criminology
 - Civil & Environmental Engineering
 - Electrical & Computer Engineering
 - Mechanical, Automotive & Materials Engineering
 - Chemistry & Biochemistry
 - Economics
 - Mathematics & Statistics
 - Physics
 - School of Computer Science
- Persons with Disabilities meet representation in the following Academic Departments
 - English Language, Literature & Creative Writing
 - Philosophy
 - Psychology
 - School of Creative Arts
 - School of Social Work
 - Sociology, Anthropology & Criminology
 - Civil & Environmental Engineering
 - Biological Sciences

- Economics
- School of Computer Science

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

- Women are significantly underrepresented in the following Academic Departments
 - Philosophy
 - Political Science
 - Civil & Environmental Engineering
 - Electrical & Computer Engineering
 - Mechanical, Automotive & Materials Engineering
 - Biological Science
 - Chemistry & Biochemistry
 - Earth & Environmental Sciences
 - Economics
 - Mathematics & Statistics
 - Physics
 - School of Computer Science
- Zero representation of Aboriginal Peoples are found in the following Academic Departments
 - Communication, Media & Film
 - English Language, Literature & Creative Writing
 - History
 - Languages, Literatures & Cultures
 - Political Science
 - Psychology
 - School of Creative Arts
 - School of Dramatic Art
 - School of Social Work
 - Sociology, Anthropology & Criminology
 - Women & Gender Studies
 - Civil & Environmental Engineering
 - Electrical & Computer Engineering
 - Chemistry & Biochemistry
 - Earth & Environmental Sciences
 - Economics
 - Mathematics & Statistics
 - Physics
 - School of Computer Science
- Zero percentage of Visible Minorities are found in the following:
 - Philosophy
 - School of Dramatic Art

- Women & Gender Studies
- Visible Minorities are significantly underrepresented in the following Academic Departments
 - English Language, Literature & Creative Writing
 - Psychology
 - School of Creative Arts
 - Biological Science
- Visible Minorities are underrepresented (not deemed significant) in the following Academic Departments
 - Communication, Media & Film
 - Earth & Environmental Sciences
- Zero percentage of Persons with Disabilities are found in the following:
 - Communication, Media & Film
 - History
 - Languages, Literatures & Cultures
 - Political Science
 - School of Dramatic Art
 - Women & Gender Studies
 - Electrical & Computer Engineering
 - Mechanical, Automotive & Materials Engineering
 - Chemistry & Biochemistry
 - Earth & Environmental Sciences
 - Mathematics & Statistics
 - Physics

Action Plans and Timelines in 2017

In addition to the various employment equity initiatives stated in the section to follow, the University of Windsor continues to strengthen its equity, diversity and inclusion in all areas of academia. Outlined below are action plans and timelines in 2017-2018, which come from the Employment Equity Multi-Year Plan 2016-2020.

Action Plan	Responsibility	Timeframe	Status
EE Data Management			
Review/Revise EE Self-Identification Survey form	OHREA, EECC	Fall 2017-Winter 2018	
Review/Revise Faculty applicant tracking	OHREA, OP, ITS	Fall 2016-Fall 2018	In Progress
Review/Revise Staff applicant tracking	OHREA, HR, ITS	Fall 2018	
Develop EE Data Collection System	OHREA, ITS	Fall 2016 and Winter 2017	Done
Update data on the Workplace Equity Information Management System (WEIMS) for 2016	OHREA, ITS	Winter 2017	Done
Update data on the Workplace Equity Information Management System (WEIMS) for 2017	OHREA, ITS	Winter 2018	
Roll-Out of the Diversity & Equity Assessment & Planning (DEAP) Tool	OHREA, ITS, Deans, AAUs, Directors	2015-Fall 2017	Done
DEAP Tool 2.1 (updated DEAP Tool version – available August 2017 from Queens University)	OHREA, ITS, Deans, AAUs, Directors	Fall 2017-Fall 2018	
Adding Gender Option on student forms and systems	OHREA, ITS, HR, REGISTRAR	Fall 2017	Done
EE Structure			
Review EE Related Committees	OHREA, HR, OP, EECC, PCDI	Fall 2016-Summer 2018	In Progress
Develop EE Sub Committees	OHREA, EECC, PCDI	Winter-Fall 2018	
Review/Revise EE/PA list and recruiting progress	OHREA, WUFA, OP	Fall of each year	Done
Policies, Practices, Procedures			
Review and prioritize various University policies for revision	OHREA	Winter 2018-Summer 2019	
Review Faculty Hiring Progress (PCEE)	OHREA	Fall of each year	Done
Reporting			
Employment Equity Annual Report 2016	OHREA	Fall 2017	Done
Employment Equity Annual Report 2017	OHREA	Fall 2018	In Progress

Action Plan	Responsibility	Timeframe	Status
Employment Equity Annual Report 2018	OHREA	Fall 2019	
University Workforce Census			
University-wide Workforce Census 2020	OHREA	Winter 2018-Fall 2021	
Communication			
Establish E-Network(s) (formal and informal)	OHREA	Fall 2018	
Review/Revise Employment Equity Website	OHREA, PAC	Winter 2018	
Explore various social media outlets and determine which ones would benefit EE (e.g. linkedin, twitter, facebook)	OHREA, PAC	Fall 2018	
Professional Development			
EE Training with focus on EE/PAs	OHREA, PCEE, OP	Fall 2016-Fall 2020	In Progress
Post EE Online Training Module	OHREA, OP, ITS	Fall 2017-Fall 2018	In Progress
Post link for Unconscious Bias Training and Unconscious Bias Test on Employment Equity website	OHREA	Fall 2018	
Recruitment, Promotion, Retention			
Create and Provide EE Data Profile to units involved with SPF50 - President's initiative to hire 50 new assistant professors over three years (2016-2018)	OHREA, OP, Deans, AAUs, Directors	Fall 2015-Fall 2017	Done
Create and Provide Employment Equity Data Profile for Equity Assessors (Faculty Hiring Progress)	OHREA, OP	Winter 2018	
Create and Provide Employment Equity Data Profile for Academic Units hiring process	OHREA	Fall 2016-Fall 2018	Done and Ongoing
Assist and offer support with CRC Equity, Diversity and Inclusion (Website, Action Plan and Annual Report)	OHREA, ORIS, Committee	Summer 2017-Fall 2018	In Progress

Employment Equity Focus in 2017

Hiring of SPF50 New Assistant Professors

In 2016, the University of Windsor announced an initiative to hire 50 new assistant professor positions over a three-year time span (2016-2018). The first round hired 15 tenure-tracked assistant professors. The second round hired 14 tenure-tracked assistant professors in 2017. In the hiring process, each academic unit was provided with their unit's employment equity profile. The employment 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 profile of the 14 new hires was reported in the "[Report of the Review Committee on Employment Equity \(RCEE\) September 2017](#)" (http://www.uwindsor.ca/secretariat/sites/uwindsor.ca.secretariat/files/sa180209_combined.pdf). More information regarding the 50 new hires can be referenced to the website [Investing in Faculty](#) (<http://www.uwindsor.ca/50newprofs/>).

President's Indigenous People's Scholars Program

The University of Windsor announced an initiative to advance diversity within academia, specifically within the Aboriginal peoples designated group. The President's Indigenous People's Scholars Program (also known as PIPS) aimed to appointment five (5) indigenous scholars to tenure-track faculty positions. Applications were open from across a range of academic fields from those who self-identify as First Nations, Metis, or Inuit. More information on the initiative can be found on this link "[President's Indigenous People's Scholars Program \(PIPS\)](#)" (<http://www.uwindsor.ca/indigenous-peoples/297/presidents-indigenous-peoples-scholars-program>).

Career Development Fund for Women and Other Designated Groups

The University of Windsor established the Career Development Fund for Women and Other Designated Groups. This fund is to address barriers of career development and the under-representation of the members of the designated groups across academia and administration. More specifically for the leadership roles in senior management, middle management and faculty positions. The fund is available to offset costs for those interested in leadership development opportunities (such as obtaining a specialized certification or attending a leadership workshop), senior management coaching opportunities, or similar activities to enhance knowledge and skills in leadership. More information on the fund can be found on this link "[Career Development Fund for Women and Other Designated Groups](#)" (<http://www1.uwindsor.ca/hr/careerdevelopmentfund>).

Official Opening of Turtle Island Walk

September 21, 2017 the University of Windsor officially dedicated the opening of Turtle Island Walk. The Turtle Island Walk is a pedestrian walkway that replaced Sunset Avenue from Wyandotte Street to University Avenue. Along the walkway are vibrant banners that features artwork designed by First Nations artist Teresa Altman. In addition to the banners, Turtle Island Walk recognizes the Anishinaabe history of the land that the University of Windsor sits on with a series of plaques that feature the Seven Teachings of the Ancestors. The seven teachings are Wisdom, Love, Respect, Bravery, Honesty, Humility and Truth. These are posted in Anishinaabe and English.

Breastfeeding Room

The Office of Human Rights, Equity and Accessibility (OHREA) opened a breastfeeding room to the University campus community in fall 2017. The breastfeeding room is located in room 320 in Chrysler Hall Tower. It is a private space to breastfeed, bottle-feed or express milk. The room comes equipped with a refrigerator, electric kettle, microwave oven, comfortable seating, diaper changing table and privacy screen. University faculty, staff and students can access the room by requesting an electronic proxy card through an online application process that is authorized through OHREA. More information on the breastfeeding room can be found on this link "[OHREA Breastfeeding Room](http://www.uwindsor.ca/ohrea/114/breastfeeding-room)" (<http://www.uwindsor.ca/ohrea/114/breastfeeding-room>).

CRC, Equity, Diversity and Inclusion

To address the under-representation of the four federally designated groups within the Canada Research Chairs Program, institutions are required to set and meet equity targets. The program requires greater transparency and accountability in the processes used by the institutions, which involves the program establishing the Canada Research Chair Program's Equity, Diversity and Inclusion Action Plan. The action plan included requirements where some were to be met by October 2017 (e.g. EDI commitment statement, governance, contact information, target data, policies and procedures, advertisements, etc.) and the remainder to be completed in December 2017 (e.g. action plan). Additional requirement is an annual report to be posted publicly on the CRC website starting October 2018. It is expected that all institutions close any gaps and under-representation of the four federally designated groups by 2019. The failure to meet any of the obligations may result in the program withholding peer review and payments until the requirements are fulfilled.

Closing

The University of Windsor recognizes the importance of understanding the teaching, learning and working environment and climate in order to continue to achieve and maintain its commitment to employment equity. Conducting a workforce analysis on an annual basis will better the University's understanding of the workforce demographics and highlight the areas that are in need of improvement. Through the many initiatives, the University strives to continually grow and promote equity, diversity and inclusion.