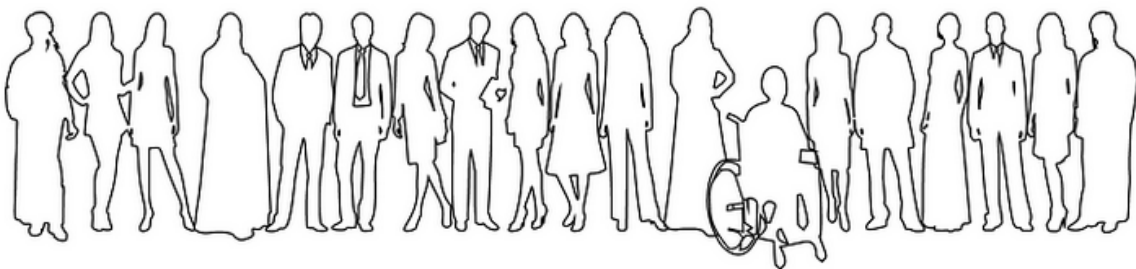




University
of Windsor

2021 | Employment Equity Annual Report



Office of Human Rights, Equity and Accessibility
(OHREA)

www.uwindsor.ca/ohrea

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Introduction

University of Windsor

The University of Windsor is located in the Traditional Territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi. On the main campus, Turtle Island Walk is a pedestrian walkway that recognizes the Anishinaabe people 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 both Anishinaabe and English. Windsor is one of the most culturally diverse cities in the country,¹ and the University strives to reflect diversity throughout the campus community.

Expanding the University's footprint within the Windsor area, the University is comprised of two campuses. The main campus can be found near the Ambassador Bridge, which overlooks Canada's most beautiful waterfronts on the Detroit River. The downtown campus is situated in the city of Windsor's downtown core.

The University has more than 16,000 students enrolled in a broad range of undergraduate and graduate programs, including several professional schools.² The University has over 2,300 faculty and staff employees.³

University of Windsor Commitment to Equity, Diversity, and Inclusion

The University of Windsor is committed to employment equity by meeting or exceeding its obligations to key requirements in accordance with the Federal Contractors Program (FCP) and following the practices of the Employment Equity Act and its regulations.

The University furthers its commitment to equity, diversity, and inclusion within its teaching, learning, and work environments. To support this commitment, the University provides resources, funding, tools, and training to advance equity throughout the academic and non-academic units. It is the University's goal to achieve and maintain an equitable, diverse, and inclusive University campus community, which is reflective of the diverse student population, city of Windsor, and global society.

In addition, the University's Employment & Educational Equity Policy states, "The University of Windsor is committed to providing an environment within which employment and educational equity can be achieved."⁴ The commitment is strengthened by the University's policies, practices, and

¹ <https://www.citywindsor.ca/business/physician-recruitment/Live/Pages/Diversity-.aspx>

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

³ <http://www.uwindsor.ca/hr>

⁴ [UW Employment and Educational Equity Policy Final2021-2.pdf](#)

procedures and most importantly, the support and dedicated hard work of its employees, students, and various committees.

Federal Contractors Program (FCP)

Changes were made to the FCP in 2013. One of the changes was an increase in the contract threshold from \$200,000 to \$1,000,000.⁵ As a result, the University of Windsor is no longer a signatory to the FCP. However, the University is committed to being voluntary 'FCP-ready' and remaining compliant with key aspects of the FCP.

The key requirements are:

- Collecting workforce information
- Completing a workforce analysis
- Establishing short-term and long-term goals
- Making reasonable progress and reasonable efforts toward achieving these goals

Workforce Representation

Designated Groups

At the University of Windsor, the definitions and terminology used for the four federally designated groups are in accordance with the Employment Equity Act and Federal Contractors Program.

The four federally designated groups are as follows:

- Indigenous/Aboriginal Peoples
- Persons with Disabilities
- Racialized People/Visible Minorities
- Women

In addition, sexual/gender minorities are recognized as a fifth designated group at the University. Sexual/gender minorities are not reported in this report, as currently there is no external workforce availability comparator to identify gaps and underrepresentation. Therefore, there is an inability to conduct a workforce analysis for this group. However, the designated group sexual/gender minorities are recognized in all aspects when considering equity, diversity, and inclusion.

⁵ <https://buyandsell.gc.ca/policy-and-guidelines/policy-notifications/PN-50R1>

Internal Representation and External Availability of Designated Groups

The report draws on data as of December 2021. It provides a snapshot of the internal representation of the four federally designated groups within the University's faculty and staff employees. The internal representation is drawn from the most updated University of Windsor workforce census, and subsequent data on new hires, terminations, retirements, and status changes. Using the guidelines provided through the FCP, the University's internal representation is the collection of the following:

- Permanent full-time employees
- Permanent part-time employees
- Temporary limited-term appointments greater than 12 weeks
- All sessional instructors

The following are not included:

- Student employments
- Casual employees
- Unpaid employments
- Temporary appointments fewer than 12 weeks

The external workforce representation data are derived from the most current Statistics Canada data. For three of the four designated groups (Indigenous/Aboriginal peoples, racialized people/visible minorities, and women), the data are derived from the 2016 Canadian Census. For the designated group persons with disabilities, the data are derived from the 2017 Canadian Survey on Disabilities (CSD).

Employment Equity Occupational Groups (EEOGs)

Employment Equity Occupational Groups (EEOG), as shown on page 12 of the report, is the overall employment workforce within the organization that is divided into fourteen job categories and listed by hierarchy. Each EEOG is then broken down into specific occupational groups called "National Occupational Classification" (NOC) codes. In the report, in addition to the EEOGs we include the NOC 4011 for University Professors.

Reporting

The report looks at the workforce representation of the internal representation percentages of academic and non-academic employees at the University of Windsor compared to the external workforce availability labour pool percentages of the four federally designated groups. Details of the report analyze the statistical representation within the Employment Equity Occupational Groups (EEOG), National Occupational Classification (NOC) 4011 for University Professors, Academic Units (faculty/departments), and Staff Units (departments/affiliation groups). The report further identifies

and highlights any gaps and significant underrepresentation that may be present in the designated groups.

Gaps and significant 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.

The standard for significant underrepresentation is found when the severity ratio is less than 80%. The closer the percentage is to 0.0%, the more severe the underrepresentation. The closer to 80%, the less severe the underrepresentation. Representation between 80% and less than 100% is considered not to be significant underrepresentation. Representation at 100% or more is deemed to have met representation.

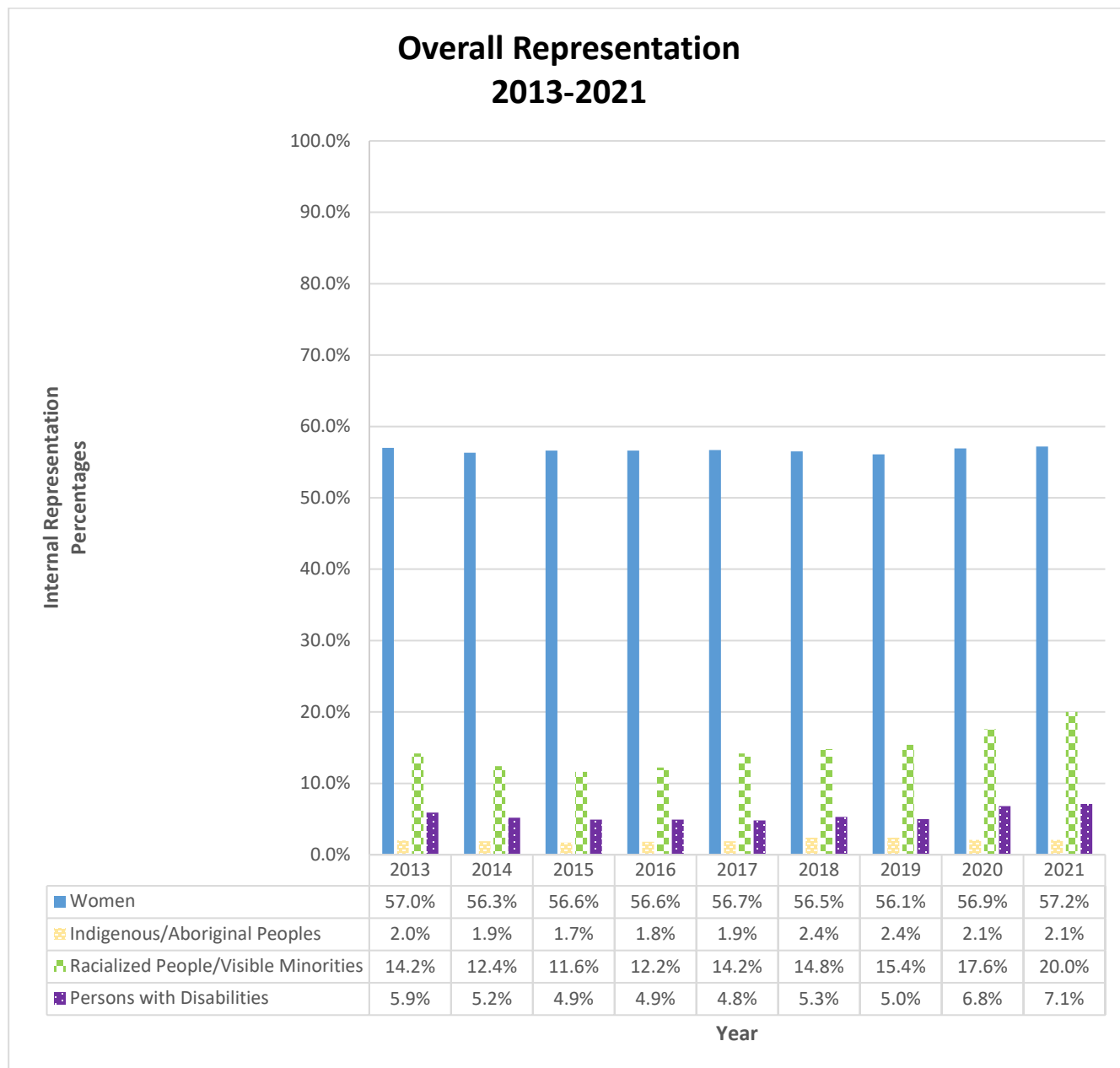
In keeping with the guidelines of the FCP, the internal representation percentages of the designated groups are collected from the Employment Equity Census and Survey. However, following the best practices outlined in the FCP, the data on women in this report are extracted from the University of Windsor Human Resources Information System (HRIS). The HRIS currently collects and stores data beyond the binary options of female and male, with the third option being “another gender identity”.

The response rate and integrity of the employment equity data have been strengthened by providing access to the employment equity survey through multiple internal systems such as the employee portal, OHREA website, distributing monthly reminders to those employees who have not responded to the survey, and conducting a University-wide census. Also, the employment equity survey is continually reviewed and updated by OHREA to ensure that the wording in the language and the selection criteria are clear for employees to update their status accordingly, such as updating the selection criteria on disaggregated options of racialized peoples/visible minorities and aligning the language on persons with disabilities to the Canadian census.

Workforce Analysis

Progression Charts:

Chart A) Overall Internal Representation 2013-2021

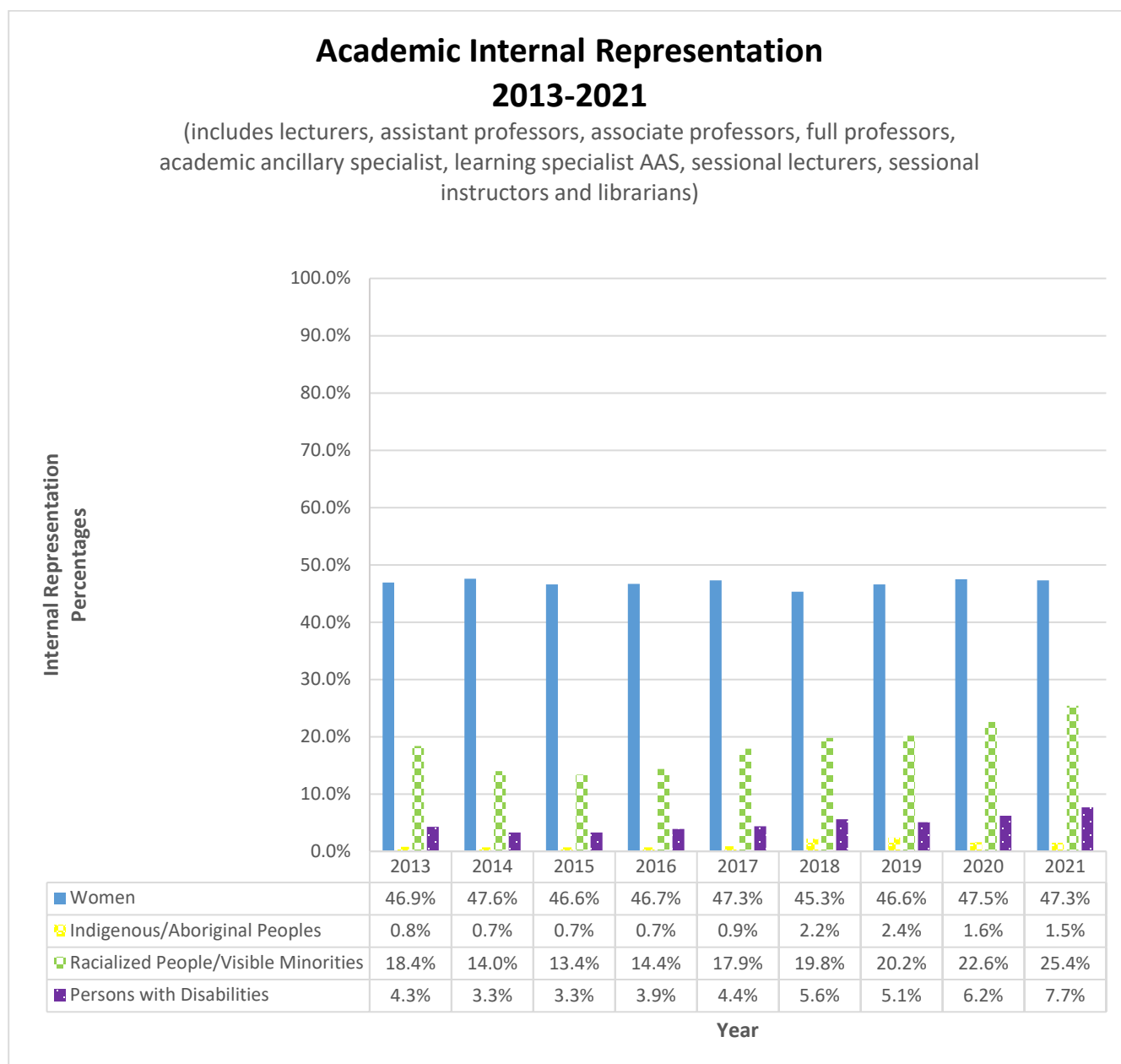


The overall representation of the University of Windsor workforce is shown in the chart above.

- Women show a range of 56.1% (in 2019) to 57.2% (in 2021)
- Indigenous/Aboriginal peoples show a range of 1.7% (in 2015) to 2.4% (in 2018 and 2019)
- Racialized people/Visible minorities show a range of 11.6% (in 2015) to 20.0% (in 2021)
- Persons with disabilities show a range of 4.8% (in 2017) to 7.1% (in 2021)

Note: 2013 was the most updated workforce census. Reporting progression on the last 9 years.

Chart B) Academic Internal Representation 2013-2021

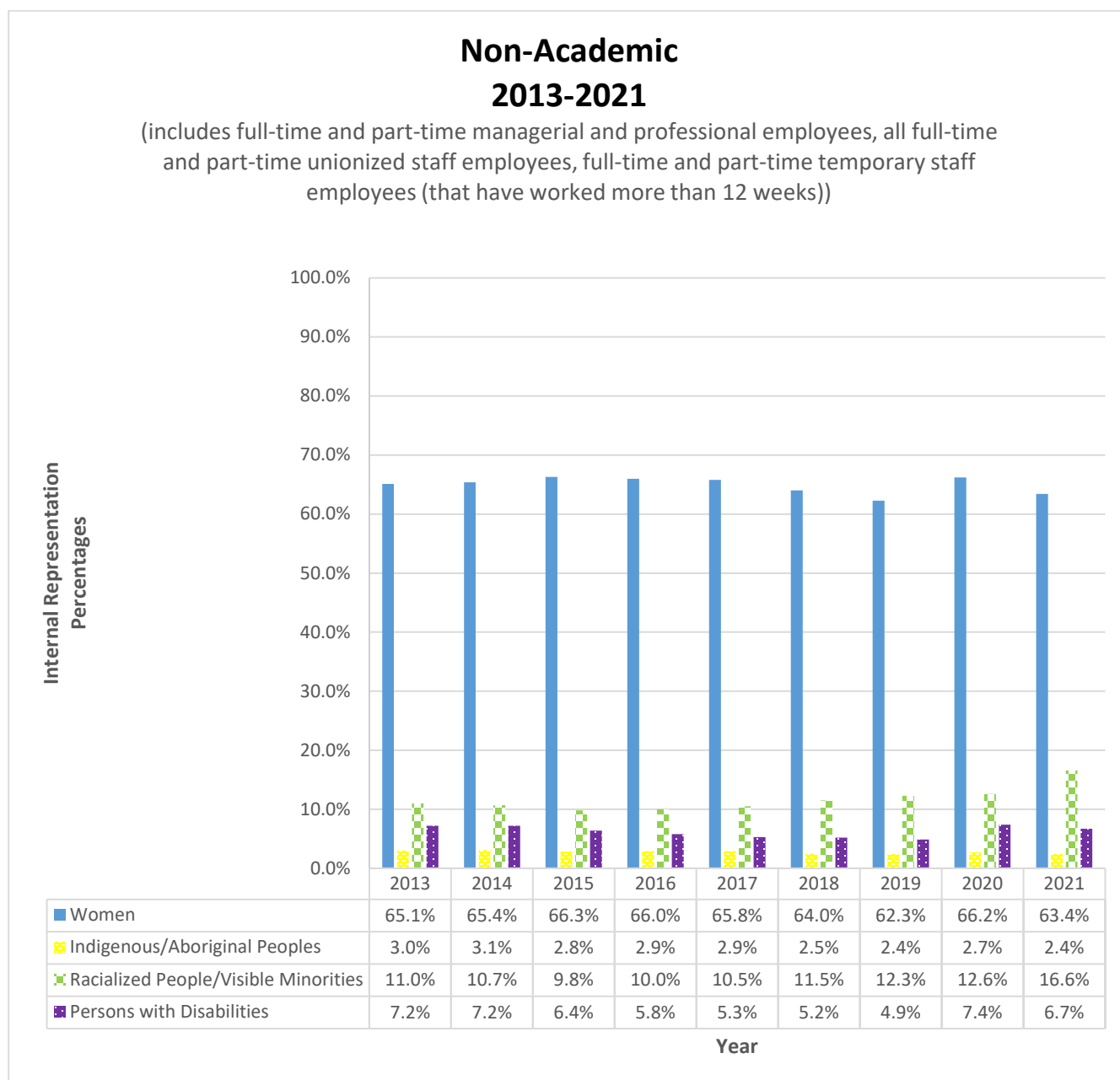


The chart above shows the internal representation of Academic employees at the University of Windsor. This includes all employees in NOC 4011 (lecturers, assistant professors, associate professors, and full professors), NOC 4012 (academic ancillary specialist, learning specialist AAS, sessional lecturers,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

- Women show a range of 45.3% (in 2018) to 47.6% (in 2014)
- Indigenous/Aboriginal peoples show a range of 0.7% (in 2014, 2015, and 2016) to 2.4% (in 2019)
- Racialized People/Visible minorities show a range of 13.4% (in 2015) to 25.4% (in 2021)
- Persons with disabilities show a range of 3.3% (in 2014 and 2015) to 7.7% (in 2021)

Note: 2013 was the most updated workforce census. Reporting progression on the last 9 years.

Chart C) Non-Academic Internal Representation 2013-2021



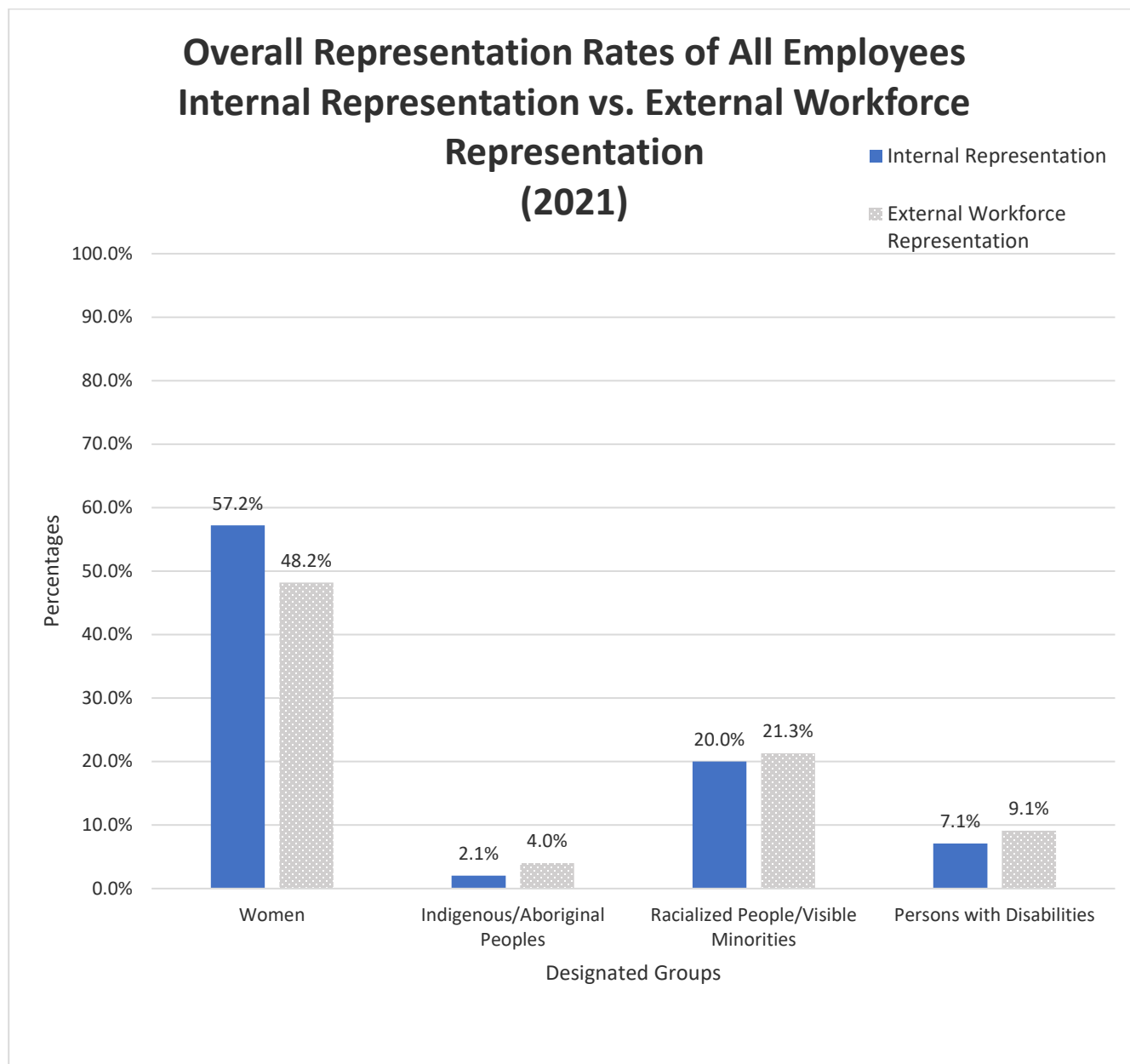
The chart above shows the internal representation of Non-Academic employees at the University of Windsor. This includes all full-time and part-time managerial and professional employees, full-time and part-time unionized staff employees, and full-time and part-time temporary staff employees (who have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

- Women show a range of 62.3% (in 2019) to 66.3% (in 2015)
- Indigenous/Aboriginal peoples show a range of 2.4% (in 2019) to 3.1% (in 2014)
- Racialized people/Visible minorities show a range of 9.8% (in 2015) to 16.6% (in 2021)
- Persons with disabilities show a range of 4.9% (in 2019) to 7.4% (in 2020)

Note: 2013 was the most updated workforce census. Reporting progression on the last 9 years.

Overall Representation Rates (2021)

All Employees: Internal Representation vs. External Workforce Representation



- Women comprise 57.2% of the internal representation compared to 48.2% of external workforce representation in the 2016 Canadian census
- Indigenous/Aboriginal peoples comprise 2.1% of the internal representation compared to 4.0% from the 2016 Canadian census external workforce representation data
- Racialized people/Visible minorities comprise 20.0% of the internal representation compared to 21.3% from the 2016 Canadian census external workforce representation data
- Persons with disabilities comprise 7.1% of the internal representation compared to 9.1% from the 2017 Canadian Survey on Disability (CSD) external workforce representation data

Internal Distribution of Employees (2021) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Indigenous/Aboriginal Peoples	Racialized People/ Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	14	57.1%	0.0%	21.4%	14.3%
02: Middle and Other Managers	155	59.4%	1.9%	16.8%	5.8%
03: Professionals	1667	51.4%	1.3%	23.6%	6.7%
<i>4011: University Professors*</i>	507	37.9%	2.2%	32.5%	11.0%
04: Semi-Professionals	154	41.6%	5.2%	14.3%	7.1%
05: Supervisors	25	48.0%	8.0%	0.0%	8.0%
06: Supervisors: Crafts and Trades	<10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	255	92.9%	1.2%	16.5%	7.8%
08: Skilled Sales and Service Personnel	9	33.3%	0.0%	22.2%	0.0%
09: Skilled Crafts and Trades Workers	37	5.4%	0.0%	0.0%	5.4%
10: Clerical Personnel	113	87.6%	0.9%	12.4%	6.2%
11: Intermediate Sales and Service Personnel	21	81.0%	0.0%	14.3%	9.5%
12: Semi-Skilled Manual Workers	<10	33.3%	0.0%	0.0%	33.3%
13: Other Sales and Service Personnel	215	65.6%	7.0%	12.6%	9.8%
14: Other Manual Workers	11	9.1%	9.1%	27.3%	9.1%
Total (EEOG 01-14)	2676	57.2%	2.1%	20.0%	7.1%

* 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).

Internal Distribution of Employees (2021) by Designated Groups and EEOGs

Designated Group: Women

- The highest percentage of women at 92.9% 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 5.4%
- 0.0% percentage is found in the EEOG 06: Supervisors: Crafts and Trades

Designated Group: Indigenous/Aboriginal peoples

- The highest percentage of Indigenous/Aboriginal peoples is found in the EEOG 14: Other Manual Workers at 9.1%
- The lowest percentage (excluding 0.0%) of Indigenous/Aboriginal peoples is found in the EEOG 10: Clerical Personnel at 0.9%
- 0.0% percentage of Indigenous/Aboriginal peoples is found in the following EEOGs:
 - EEOG 01: Senior Managers
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 08: Skilled Sales and Service Personnel
 - EEOG 09: Skilled Crafts and Trade Workers
 - EEOG 11: Intermediate Sales and Service Personnel
 - EEOG 12: Semi-Skilled Manual Workers

Designated Group: Racialized People/Visible Minorities

- The highest percentage of racialized people/visible minorities is found in the EEOG 14: Other Manual Workers at 27.3%
- The lowest percentage (excluding 0.0%) of racialized people/visible minorities is found in the EEOG 10: Clerical Personnel at 12.4%
- 0.0% percentage of racialized people/visible minorities is found in the following EEOGs:
 - EEOG 05: Supervisors
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 09: Skilled Crafts and Trades Workers
 - EEOG 12: Semi-Skilled Manual Workers

Designated Group: Persons with Disabilities

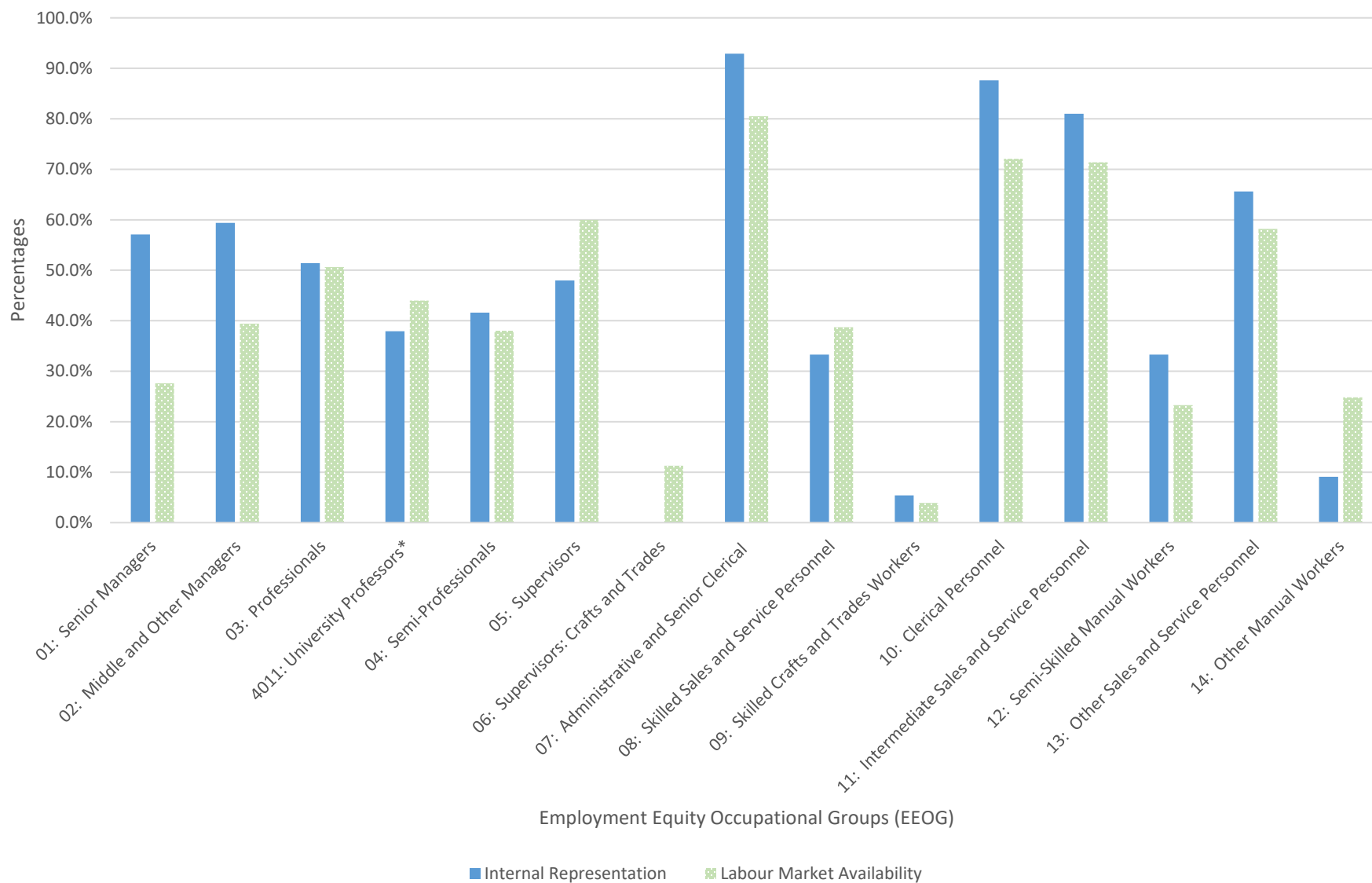
- The highest percentage of persons with disabilities is found in the EEOG 12: Semi-Skilled Manual Workers at 33.3%
- The lowest percentage (excluding 0.0%) of persons with disabilities is found in the EEOG 09: Skilled Crafts and Trades Workers at 5.4%
- 0.0% percentage of persons with disabilities is found in the following EEOGs:
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 08: Skilled Sales and Service Personnel

Internal Representation vs. External Labour Market Availability

Women

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	57.1%	27.6%	4		National
02: Middle and Other Managers	59.4%	39.4%	31		National
03: Professionals	51.4%	50.6%	13		National
<i>4011: University Professors*</i>	<i>37.9%</i>	<i>44.0%</i>	<i>-31</i>	<i>86.1%</i>	<i>National</i>
04: Semi-Professionals	41.6%	38.0%	5		Provincial
05: Supervisors	48.0%	60.0%	-3	80.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	11.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	92.9%	80.5%	32		Windsor
08: Skilled Sales and Service Personnel	33.3%	38.7%	0	86.1%	Provincial
09: Skilled Crafts and Trades Workers	5.4%	3.9%	1		Provincial
10: Clerical Personnel	87.6%	72.1%	18		Windsor
11: Intermediate Sales and Service Personnel	81.0%	71.4%	2		Windsor
12: Semi-Skilled Manual Workers	33.3%	23.3%	0		Windsor
13: Other Sales and Service Personnel	65.6%	58.2%	16		Windsor
14: Other Manual Workers	9.1%	24.8%	-2	36.7%	Windsor

Internal Representation vs. External Labour Market Availability Women



Internal Representation vs. External Labour Market Availability

Women

According to the overall representation of the University of Windsor workforce, women are represented at 57.2% (2021) compared to the labour market availability at 48.2% (2016 Census). 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 7: Administrative and Senior Clerical at 92.9%.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of the severity ratio and gap).

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

- Within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation of 37.9% compared to the external national labour market availability of 44.0% with a gap of -31 and a severity ratio of 86.1%
- EEOG 05: Supervisors with an internal representation of 48.0% compared to the external local labour market availability at 60.0% with a gap of -3 and a severity ratio of 80.0%
- EEOG 08: Skilled Sales and Service Personnel with the internal representation of 33.3% compared to the external provincial labour market availability at 38.7% with a gap of 0 and a severity ratio of 86.1%

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the EEOG 14: Other Manual Workers with an internal representation of 9.1% compared to the external local labour market availability at 24.8% with a gap of -2 and a severity ratio of 36.7%

In addition, no internal representation of women (0.0%) can be found in the EEOG 06: Supervisors: Crafts and Trades

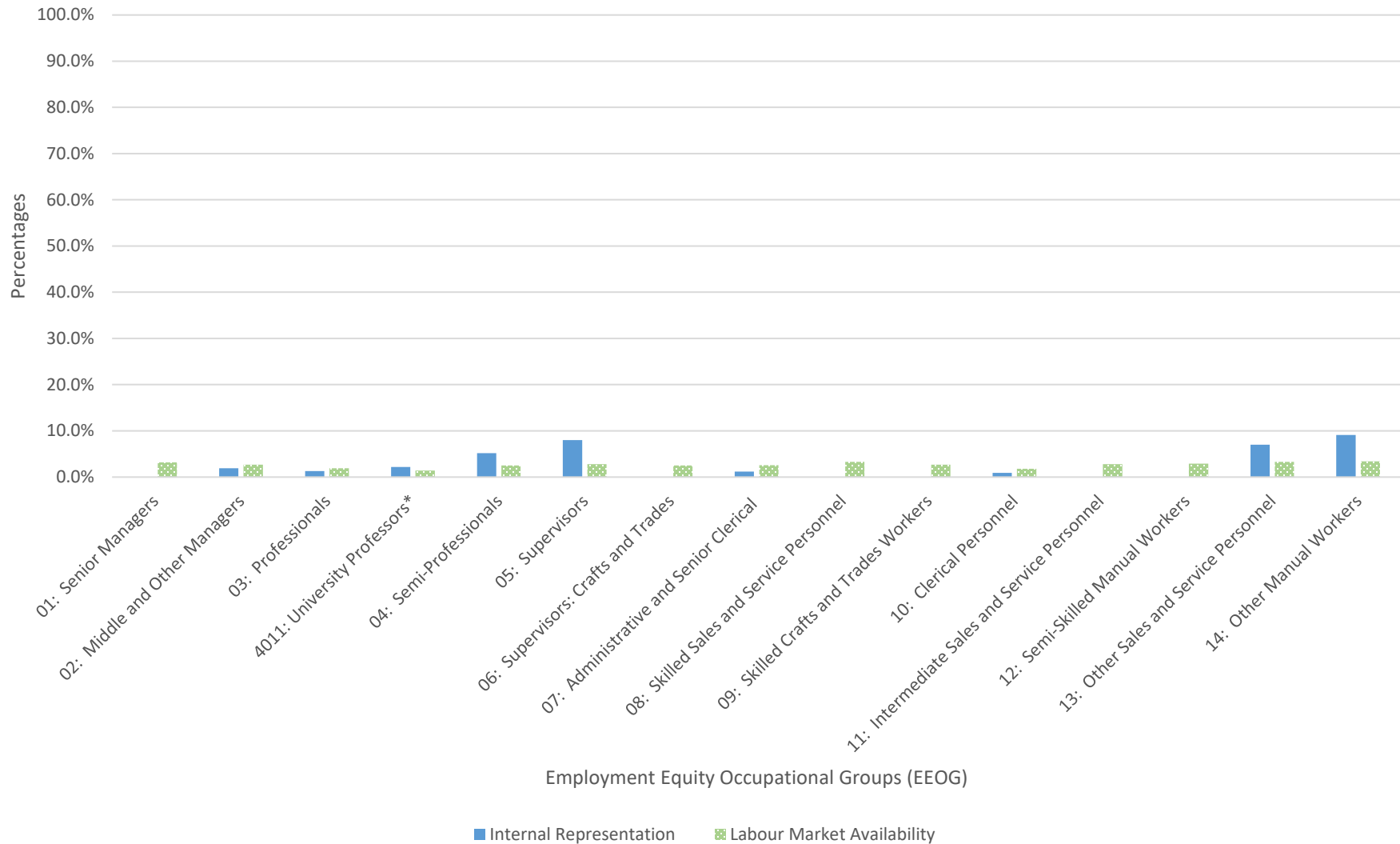
Out of the 14 EEOGs categories listed, 3 groups are considered not significantly underrepresented, 1 group is significantly underrepresented, and 1 group is not represented at all.

Internal Representation vs. External Labour Market Availability

Indigenous/Aboriginal Peoples

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	0.0%	3.2%	0	0.0%	National
02: Middle and Other Managers	1.9%	2.7%	-1	71.7%	National
03: Professionals	1.3%	1.9%	-10	69.5%	National
<i>4011: University Professors*</i>	<i>2.2%</i>	<i>1.4%</i>	<i>4</i>		<i>National</i>
04: Semi-Professionals	5.2%	2.5%	4		Provincial
05: Supervisors	8.0%	2.8%	1		Windsor
06: Supervisors: Crafts and Trades	0.0%	2.5%	0	0.0%	Provincial
07: Administrative and Senior Clerical	1.2%	2.6%	-4	45.2%	Windsor
08: Skilled Sales and Service Personnel	0.0%	3.3%	0	0.0%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	2.7%	-1	0.0%	Provincial
10: Clerical Personnel	0.9%	1.8%	-1	49.2%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	2.8%	-1	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	2.9%	0	0.0%	Windsor
13: Other Sales and Service Personnel	7.0%	3.3%	8		Windsor
14: Other Manual Workers	9.1%	3.4%	1		Windsor

Internal Representative vs. External Labour Market Availability Indigenous/Aboriginal Peoples



Internal Representation vs. External Labour Market Availability Indigenous/Aboriginal Peoples

The overall representation of the University of Windsor workforce for Indigenous/Aboriginal peoples is significantly underrepresented at 2.1% (2021) compared to the national labour market availability at 4.0% (2016 Census). There continues to be significant challenges of underrepresentation of Indigenous/Aboriginal peoples throughout the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of Indigenous/Aboriginal peoples at 9.1% is found in EEOG 14: Other Manual Workers.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of the severity ratio and gap).

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following EEOGs:

- EEOG 02: Middle and Other Managers with an internal representation at 1.9% compared to the external national labour market availability at 2.7% with a gap of -1 and a severity ratio of 71.7%
- EEOG 03: Professionals with the internal representation at 1.3% compared to the external national labour market availability at 1.9% with a gap of -10 and a severity ratio of 69.5%
- EEOG 07: Administrative and Senior Clerical with an internal representation at 1.2% compared to the external local labour market availability at 2.6% with a gap of -4 and a severity ratio of 45.2%
- EEOG 10: Clerical Personnel with an internal representation at 0.9% compared to the external local labour market availability at 1.8% with a gap of -1 and a severity ratio of 49.2%

In addition, no internal representation of Indigenous/Aboriginal peoples (0.0%) can be found in the following EEOGs:

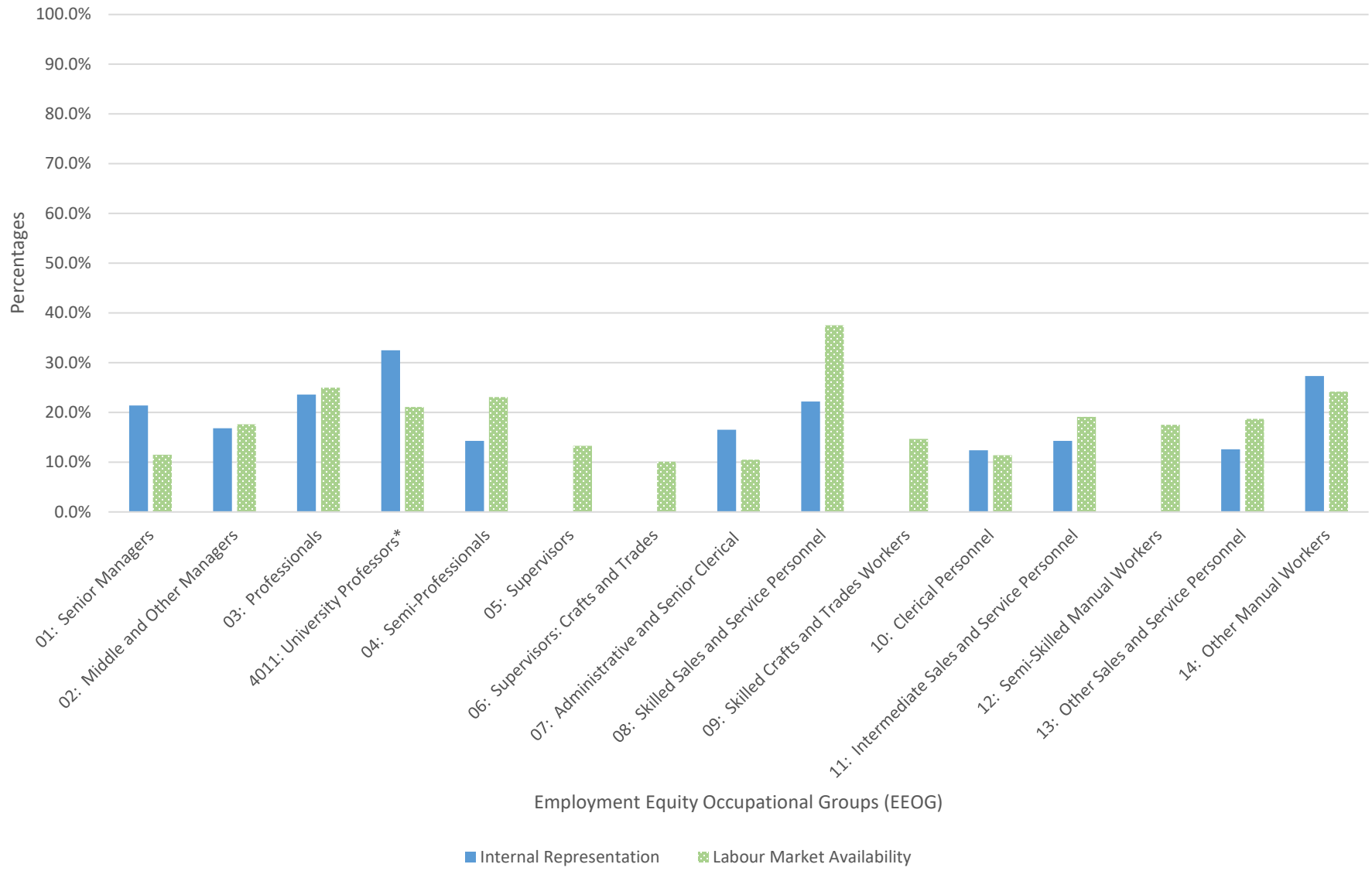
- EEOG 01: Senior Managers
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 08: Skilled Sales and Service Personnel
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 11: Intermediate Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers

Out of the 14 EEOGs categories listed, 4 groups are significantly underrepresented and 6 are not represented at all.

Internal Representation vs. External Labour Market Availability
Racialized People/Visible Minorities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	21.4%	11.5%	1		National
02: Middle and Other Managers	16.8%	17.6%	-1	95.3%	National
03: Professionals	23.6%	25.0%	-23	94.5%	National
<i>4011: University Professors*</i>	<i>32.5%</i>	<i>21.1%</i>	<i>58</i>		<i>National</i>
04: Semi-Professionals	14.3%	23.1%	-14	61.8%	Provincial
05: Supervisors	0.0%	13.3%	-3	0.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	16.5%	10.5%	15		Windsor
08: Skilled Sales and Service Personnel	22.2%	37.5%	-1	59.3%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	14.7%	-5	0.0%	Provincial
10: Clerical Personnel	12.4%	11.4%	1		Windsor
11: Intermediate Sales and Service Personnel	14.3%	19.1%	-1	74.8%	Windsor
12: Semi-Skilled Manual Workers	0.0%	17.5%	-1	0.0%	Windsor
13: Other Sales and Service Personnel	12.6%	18.7%	-13	67.2%	Windsor
14: Other Manual Workers	27.3%	24.2%	0		Windsor

Internal Representation vs. External Labour Market Availability Racialized People/Visible Minorities



Internal Representation vs. External Labour Market Availability

Racialized People/Visible Minorities

Overall, racialized people/visible minorities are underrepresented in comparison to the national labour market availability with an internal representation at 20.0% (2021) compared to the external workforce representation at 21.3% (2016 Census). The challenges of underrepresentation continue throughout most of the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of racialized people/visible minorities is found in the EEOG 14: Other Manual Workers at 27.3%.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of the severity ratio and gap).

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

- EEOG 02: Middle and Other Managers with the internal representation at 16.8% compared to the external national labour market availability at 17.6% with a gap of -1 and a severity gap of 95.3%
- EEOG 03: Professionals with an internal representation at 23.6% compared to the external national labour market availability at 25.0% with a gap of -23 and a severity ratio of 94.5%

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following EEOGs:

- EEOG 04: Semi-Professionals with an internal representation of 14.3% compared to the external provincial labour market availability at 23.1% with a gap of -14 and a severity gap of 61.8%
- EEOG 08: Skilled Sales and Service Personnel with an internal representation of 22.2% compared to the external local labour market availability at 37.5% with a gap of -1 and a severity ratio of 59.3%
- EEOG 11: Intermediate Sales and Service Personnel with an internal representation of 14.3% compared to the external local labour market availability at 19.1% with a gap of -1 and a severity ratio of 74.8%
- EEOG 13: Other Sales and Service Personnel with an internal representation of 12.6% compared to the external local labour market availability at 18.7% with a gap of -13 and a severity ratio of 67.2%

In addition, no internal representation of visible minorities (0.0%) can be found in the following EEOGs:

- EEOG 05: Supervisors
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 12: Semi-Skilled Manual Workers

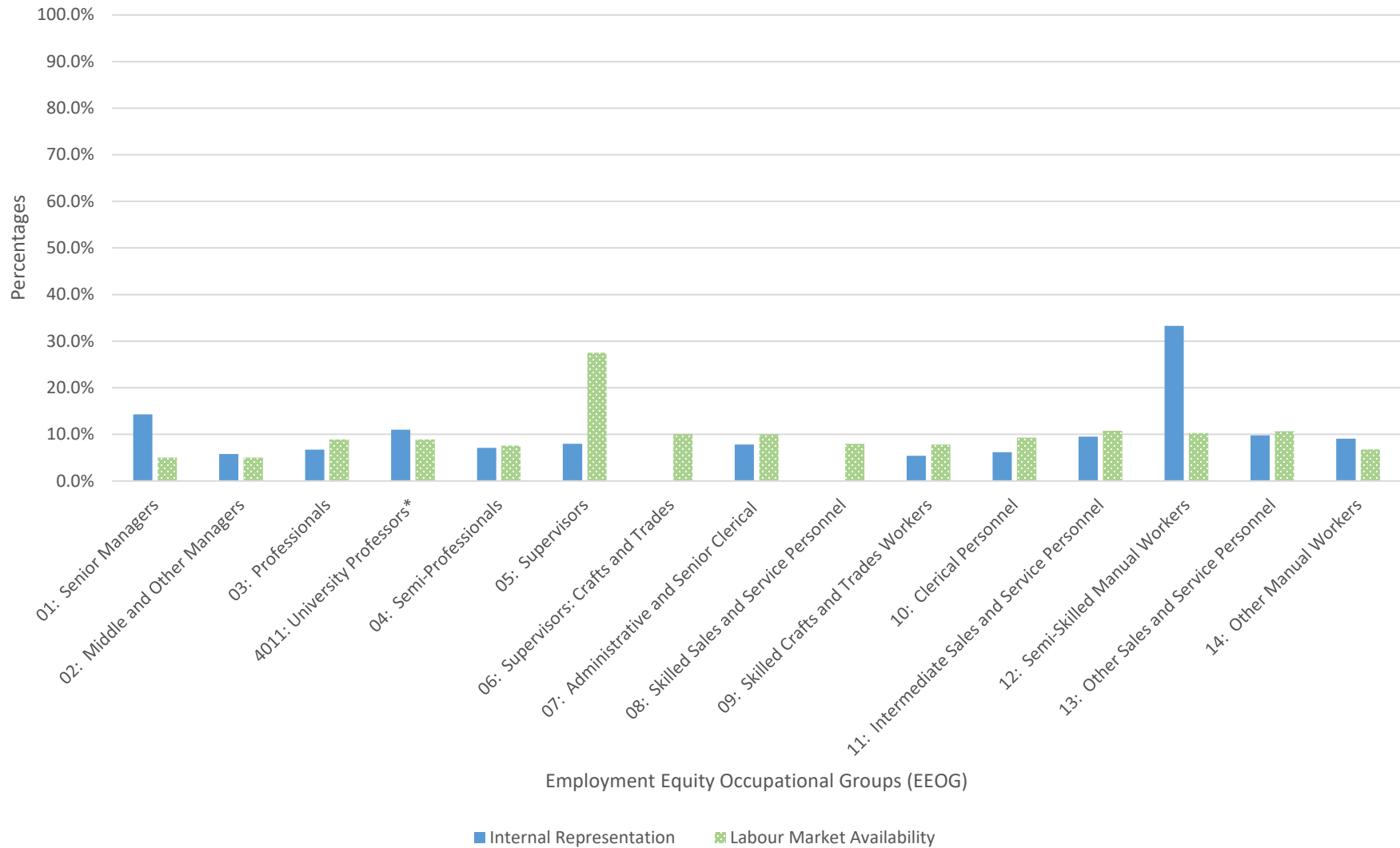
Out of the 14 EEOGs categories listed, 2 EEOGs are considered not significantly underrepresented, 4 groups are significantly underrepresented and 4 are not represented at all.

Internal Representation vs. External Labour Market Availability

Persons with Disabilities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	14.3%	5.0%	1		National
02: Middle and Other Managers	5.8%	5.0%	1		National
03: Professionals	6.7%	8.9%	-36	75.5%	National
<i>4011: University Professors*</i>	<i>11.0%</i>	<i>8.9%</i>	<i>11</i>		<i>National</i>
04: Semi-Professionals	7.1%	7.6%	-1	94.0%	Provincial
05: Supervisors	8.0%	27.5%	-5	29.1%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	7.8%	10.0%	-6	78.4%	Windsor
08: Skilled Sales and Service Personnel	0.0%	8.0%	-1	0.0%	Provincial
09: Skilled Crafts and Trades Workers	5.4%	7.8%	-1	69.3%	Provincial
10: Clerical Personnel	6.2%	9.3%	-4	66.6%	Windsor
11: Intermediate Sales and Service Personnel	9.5%	10.8%	0	88.2%	Windsor
12: Semi-Skilled Manual Workers	33.3%	10.3%	1		Windsor
13: Other Sales and Service Personnel	9.8%	10.7%	-2	91.3%	Windsor
14: Other Manual Workers	9.1%	6.8%	0		Windsor

Internal Representative vs. External Labour Market Availability Persons with Disabilities



Internal Representation vs. External Labour Market Availability

Persons with Disabilities

Overall, persons with disabilities are significantly underrepresented at 7.1% (2021) in comparison to the national labour market availability at 9.1% (2017 CSD). There continue to be challenges with respect to the underrepresentation of persons with disabilities in the following EEOGs.

It is important to note that there were significant improvements to the 2017 Canadian Survey on Disabilities that affected the percentages of the external workforce availability and the comparability with the 2012 Canadian Survey on Disabilities.

The highest internal representation of persons with disabilities is found in the EEOG 12: Semi-Skilled Manual Workers at 33.3%.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of severity ratio and gap).

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

- EEOG 04: Semi-Professionals with an internal representation of 7.1% compared to the external provincial labour market availability at 7.6% with a gap of -1 and a severity ratio of 94.0%
- EEOG 11: Intermediate Sales and Service Personnel with the internal representation of 9.5% compared to the external local labour market availability at 10.8% with a gap of 0 and a severity ratio of 88.2%
- EEOG 13: Other Sales and Service Personnel with the internal representation of 9.8% compared to the external local labour market availability at 10.7% with a gap of -2 and a severity ratio of 91.3%

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following EEOGs:

- EEOG 03: Professionals with an internal representation of 6.7% compared to the external national labour market availability at 8.9% with a gap of -36 and a severity ratio of 75.5%
- EEOG 05: Supervisors with the internal representation of 8.0% compared to the external local labour market availability at 27.5% with a gap of -5 and a severity ratio of 29.1%
- EEOG 07: Administrative and Senior Clerical with the internal representation of 7.8% compared to the external local labour market availability at 10.0% with a gap of -6 and a severity ratio of 78.4%

- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 5.4% compared to the external provincial labour market availability at 7.8% with a gap of -1 and a severity ratio of 69.3%
- EEOG 10: Clerical Personnel with an internal representation of 6.2% compared to the external local labour market availability at 9.3% with a gap of -4 and a severity ratio of 66.6%

In addition, no internal representation of persons with disabilities (0.0%) can be found in the following EEOGs:

- EEOG 06: Supervisors: Crafts and Trades
- EEOG 08: Skilled Sales and Service Personnel

Out of 14 EEOGs categories listed, 3 groups are not considered significantly underrepresented, 5 groups are significantly underrepresented, and 2 groups have no representation at all.

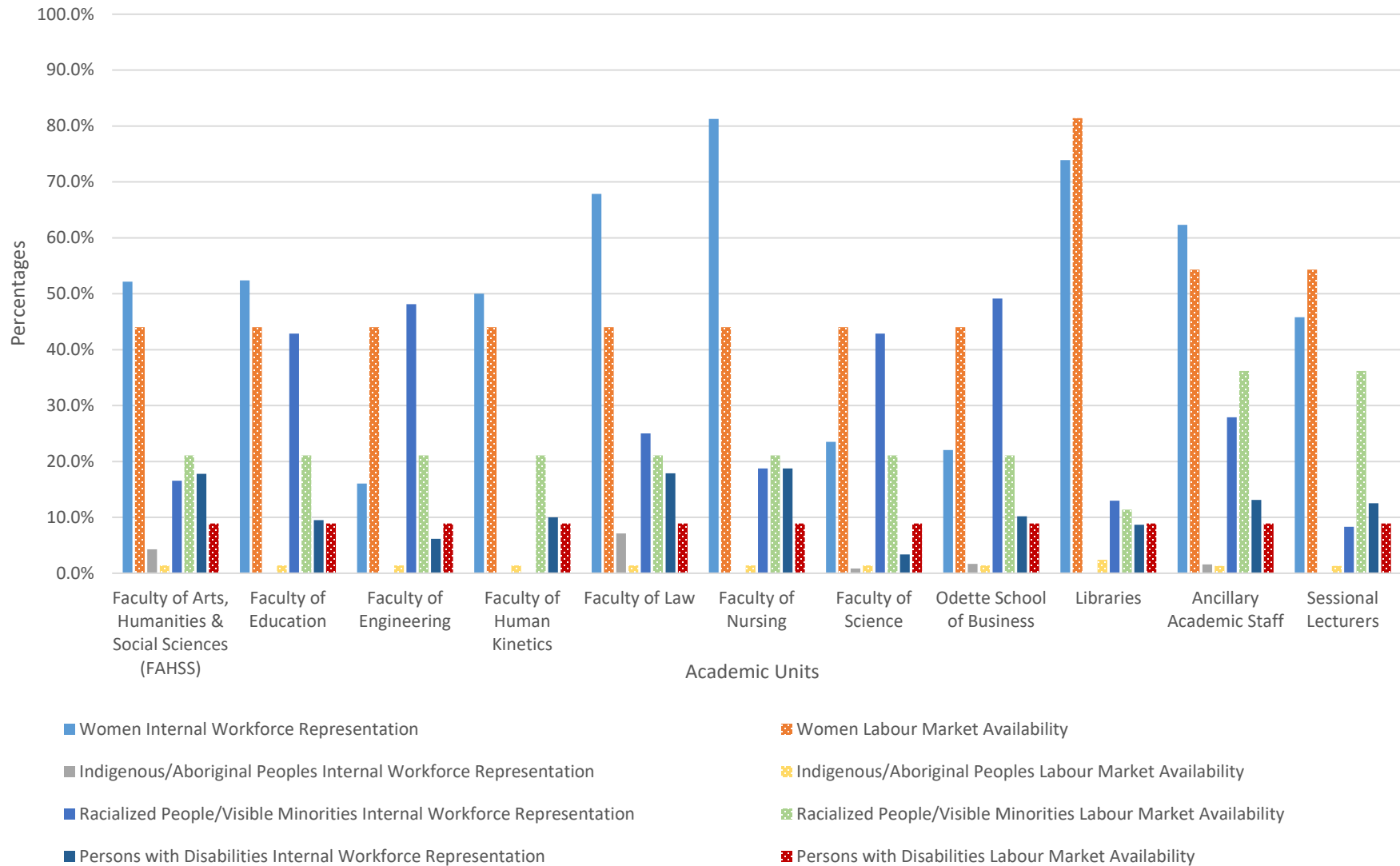
Designated Group Employment Equity Data Profile – Academic Units (Faculty)

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

(Note: the severity ratio indicates any gaps and underrepresentation in the designated groups—the lower the number, the more severe)

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS (Faculty)												
	Women			Indigenous/Aboriginal Peoples			Racialized People/ 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)	52.1%	44.0%	--	4.3%	1.4%	--	16.6%	21.1%	78.5%	17.8%	8.9%	--
Faculty of Education	52.4%	44.0%	--	0.0%	1.4%	0.0%	42.9%	21.1%	--	9.5%	8.9%	--
Faculty of Engineering	16.0%	44.0%	36.5%	0.0%	1.4%	0.0%	48.1%	21.1%	--	6.2%	8.9%	69.4%
Faculty of Human Kinetics	50.0%	44.0%	--	0.0%	1.4%	0.0%	0.0%	21.1%	0.0%	10.0%	8.9%	--
Faculty of Law	67.9%	44.0%	--	7.1%	1.4%	--	25.0%	21.1%	--	17.9%	8.9%	--
Faculty of Nursing	81.3%	44.0%	--	0.0%	1.4%	0.0%	18.8%	21.1%	88.9%	18.8%	8.9%	--
Faculty of Science	23.5%	44.0%	53.5%	0.8%	1.4%	60.0%	42.9%	21.1%	--	3.4%	8.9%	37.8%
Odette School of Business	22.0%	44.0%	50.1%	1.7%	1.4%	--	49.2%	21.1%	--	10.2%	8.9%	--
Libraries	73.9%	81.4%	90.8%	0.0%	2.4%	0.0%	13.0%	11.4%	--	8.7%	8.9%	97.8%
Ancillary Academic Staff	62.3%	54.3%	--	1.6%	1.3%	--	27.9%	36.2%	77.1%	13.1%	8.9%	--
Sessional Lecturers	45.8%	54.3%	84.3%	0.0%	1.3%	0.0%	8.3%	36.2%	22.9%	12.5%	8.9%	--

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



Designated Group Profiles – Academic Units (Faculty)

The charts give a breakdown of the Academic Units by University Professors (NOC 4011), Librarians (NOC 5111), and Ancillary Academic Staff & Sessional Lecturers (NOC 4012) as per the following:

University Professors (NOC 4011) (by Faculty)

- Women meet representation in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Education
 - Faculty of Human Kinetics
 - Faculty of Law
 - Faculty of Nursing
- Indigenous/Aboriginal peoples meet representation in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Law
 - Odette School of Business
- Racialized People/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
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Education
 - Faculty of Human Kinetics
 - Faculty of Law
 - Faculty of Nursing
 - Odette School of Business

University Professors (NOC 4011) (by Faculty)

- Women are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Engineering
 - Faculty of Science
 - Odette School of Business
- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Education
 - Faculty of Engineering
 - Faculty of Human Kinetics

- Faculty of Nursing
 - Faculty of Science
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Human Kinetics
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Engineering
 - Faculty of Science

Librarians (NOC 5111) and Ancillary Academic Staff & Sessional Lecturers (NOC 4012)

- The workforce representation for women in Libraries is 73.9% compared to the external labour market availability of 81.4%. The representation of women is slightly underrepresented at 90.8%
- Women meet representation for Ancillary Academic Staff and are slightly underrepresented at 84.3% for Sessional Lecturers
- There is no representation of Indigenous/Aboriginal peoples for Libraries and Sessional Lecturers. Ancillary Academic Staff meets representation.
- Racialized people/Visible minorities meet representation for the Libraries, however, there is significant underrepresentation for both Ancillary Academic Staff and Sessional Lecturers
- Ancillary Academic Staff and Sessional Lecturers meet representation for persons with disabilities. Lastly, persons with disabilities are slightly underrepresented in the Libraries.

Designated Group Profile – Academic Departments – FAHSS (Department)

(Includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant deans, associate deans, and dean) (Note: IAW the FCP, underrepresentation is significant if severity ratio is below 80%--see page 4 for explanation)

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - FAHSS				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Communication, Media & Film	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
English & Creative Writing	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
History	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
Languages, Literatures & Cultures	Underrepresentation	Significant Underrepresentation	Meet Representation	Meet Representation
Philosophy	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
Political Science	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
Psychology	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
School of Creative Arts	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
School of Dramatic Art	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
School of Social Work	Meet Representation	Meet Representation	Meet Representation	Meet Representation
Sociology, Anthropology & Criminology	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
Women's & Gender Studies	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation

Designated Group Profile – Academic Departments – Faculty of Engineering (Departmental)

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

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - Faculty of Engineering				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Civil & Environmental Engineering	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Meet Representation
Electrical & Computer Engineering	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
Mechanical, Automotive & Materials Engineering	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation

Designated Group Profile – Academic Departments – Faculty of Science (Departmental)

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

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - Faculty of Science				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Biomedical Sciences	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation
Chemistry & Biochemistry	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
Economics	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
Integrative Biology	Meet Representation	Meet Representation	Significant Underrepresentation	Underrepresentation
Mathematics & Statistics	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
Physics	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
School of Computer Science	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
School of the Environment	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation

Designated Group Profiles – Academic Departments

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

University Professors (NOC 4011) by departments

- Women meet representation in the following Academic Departments
 - Communication, Media, and Film
 - English & Creative Writing
 - Psychology
 - School of Creative Arts
 - School of Dramatic Art
 - School of Social Work
 - Sociology, Anthropology, and Criminology
 - Women's and Gender Studies
 - Integrative Biology
- Indigenous/Aboriginal peoples meet representation in the following Academic Departments
 - English and Creative Writing
 - Philosophy
 - Political Science
 - Psychology
 - School of Social Work
 - Integrative Biology
- Racialized People/Visible minorities meet representation in the following Academic Departments
 - Communication, Media, and Film
 - History
 - Language, Literatures & Cultures
 - School of Social Work
 - Sociology, Anthropology, and Criminology
 - Civil and Environmental Engineering
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering
 - Chemistry and Biochemistry
 - Economics
 - Mathematics and Statistics
 - School of Computer Science
- Persons with disabilities meet representation in the following Academic Departments
 - Communication, Media, and Film
 - English and Creative Writing
 - Language, Literatures & Cultures
 - Philosophy

- Psychology
- School of Creative Arts
- School of Dramatic Art
- School of Social Work
- Sociology, Anthropology, and Criminology
- Civil & Environmental Engineering
- Physics

University Professors in the category (NOC 4011) by departments

- Women that are underrepresented, however, are not considered significant per the severity ratio in the following
 - Literatures and Cultures
- There is no underrepresentation that is not considered significant per the severity ratio for Indigenous/Aboriginal Peoples
- Racialized People/Visible Minorities that are underrepresented, however, are not considered significant per the severity ratio in the following
 - Biomedical Sciences
- Persons with disabilities that are underrepresented, however, are not considered significant per the severity ratio in the following Academic Departments
 - Integrative Biology
 - School of the Environment
- Women that are significantly underrepresented (including 0.0%) in the following Academic Units
 - History
 - Philosophy
 - Political Science
 - Civil and Environmental Engineering
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering
 - Biomedical Sciences
 - Chemistry and Biochemistry
 - Economics
 - Mathematics and Statistics
 - Physics
 - School of Computer Science
 - School of the Environment
- Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units
 - Communication, Media, and Film
 - History

- Language, Literatures, and Cultures
- School of Creative Arts
- School of Dramatic Art
- Sociology, Anthropology, and Criminology
- Women's and Gender Studies
- Civil and Environmental Engineering
- Electrical and Computer Engineering
- Mechanical, Automotive, and Materials Engineering
- Biomedical Sciences
- Chemistry and Biochemistry
- Economics
- Mathematics and Statistics
- Physics
- School of Computer Science
- School of the Environment
- Racialized People/Visible minorities that are significantly underrepresented (including 0.0%) in the following Academic Units
 - English and Creative Writing
 - Philosophy
 - Political Science
 - Psychology
 - School of Creative Arts
 - School of Dramatic Art
 - Women's and Gender Studies
 - Integrative Biology
 - Physics
 - School of the Environment
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units
 - History
 - Political Science
 - Women's and Gender Studies
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering
 - Biomedical Sciences
 - Chemistry and Biochemistry
 - Economics
 - Mathematics and Statistics
 - School of Computer Science

Designated Group Employment Equity Data Profile – Staff Units (Non-Academic)

(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))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS (Non-Academic)				
	Women	Indigenous/Aboriginal Peoples	Racialized People/ Visible Minorities	Persons with Disabilities
Alumni Affairs and Donor Communications	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Athletics and Recreational Services	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
Bookstore	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
Budgets and Financial Services	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
Campus Community Police	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Career Development and Experiential Learning	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
Centre for English Language Development	Meet Representation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
Centre for Teaching and Learning	Meet Representation	Meet Representation	Meet Representation	Meet Representation
Co-operative Education and Workplace Partnerships	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Facility Services	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
Financial Accounting and Reporting	Meet Representation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation

Designated Group Employment Equity Data Profile – Staff Units (Non-Academic) cont'd

(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))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS (Non-Academic)				
	Women	Indigenous/Aboriginal Peoples	Racialized People/ Visible Minorities	Persons with Disabilities
Food Services	Meet Representation	Meet Representation	Significant Underrepresentation	Underrepresentation
Human Resources	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Office of Human Rights, Equity and Accessibility	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
I.T. Services	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation
Institutional Analysis	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
International Student Centre	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation
Public Affairs and Communication	Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
Office of the Registrar	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Residence Services	Meet Representation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation
Student Accessibility Services	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
Student Health, Counselling, and Wellness Services	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Office of Enrolment Management	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation

Designated Group Employment Equity Data Profile – Staff Units (Non-Academic) cont'd

(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))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS (Non-Academic)				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
University Secretariat	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
Office of Research and Innovation Services	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
Office of Student Experience	Meet Representation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation

Designated Group Profiles – Staff Units (Non-Academic)

The charts above give another breakdown of the Staff Units (Non-Academic) by departments

Staff Units (Non-Academic) by departments

- Women meet representation in the following Staff (Non-Academic) Departments
 - Alumni Affairs and Donor Communications
 - Athletics and Recreational Services
 - Bookstore
 - Budgets and Financial Services
 - Career Development and Experiential Learning
 - Centre for English Language Development
 - Centre for Teaching and Learning
 - Co-operative Education and Workplace Partnerships
 - Financial Accounting and Reporting
 - Food Services
 - Human Resources
 - Office of Human Rights, Equity and Accessibility
 - Institutional Analysis
 - International Student Centre
 - Office of the Registrar
 - Residence Services
 - Student Accessibility Services
 - Student Health, Counselling, and Wellness Services
 - Office of Enrolment Management
 - University Secretariat
 - Office of Research and Innovation Services
 - Office of Student Experience
- Indigenous/Aboriginal peoples meet representation in the following Staff (Non-Academic) Departments
 - Athletics and Recreational Services
 - Budgets and Financial Services
 - Centre for Teaching and Learning
 - Facility Services
 - Food Services
 - Public Affairs and Communication
 - University Secretariat
- Racialized People/Visible minorities meet representation in the following Staff (Non-Academic) Departments
 - Career Development and Experiential Learning
 - Centre for English Language Development
 - Centre for Teaching and Learning
 - Financial Accounting and Reporting
 - Office of Human Rights, Equity and Accessibility

- Student Accessibility Services
- Persons with disabilities meet representation in the following Staff (Non-Academic) Departments
 - Bookstore
 - Career Development and Experiential Learning
 - Centre for Teaching and Learning
 - Facility Services
 - Office of Human Rights, Equity and Accessibility
 - Public Affairs and Communication
 - Student Accessibility Services
 - Office of Research and Innovation Services

Staff Units (Non-Academic) by departments

- Women are underrepresented, however, not considered significant per the severity ratio, in the following
 - Public Affairs and Communication
- Indigenous/Aboriginal Peoples are underrepresented, however, not considered significant per the severity ratio, in the following
 - Campus Community Police
- Racialized People/Visible Minorities are underrepresented, however, not considered significant per the severity ratio in the following Staff Units (Non-Academic) Departments
 - I.T. Services
 - Residence Services
 - Office of Student Experience
- Persons with disabilities are underrepresented, however, not considered significant per the severity ratio in the following Staff Units (Non-Academic) Departments
 - Food Services
 - International Student Centre
 - Office of Enrolment Management

Staff Units (Non-Academic) by departments

- Women are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments
 - Campus Community Police
 - Facility Services
 - I.T. Services
- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments
 - Alumni Affairs and Donor Communications

- Bookstore
- Career Development and Experiential Learning
- Centre for English Language Development
- Co-operative Education and Workplace Partnerships
- Financial Accounting and Reporting
- Human Resources
- Office of Human Rights, Equity and Accessibility
- I.T. Services
- Institutional Analysis
- International Student Centre
- Office of the Registrar
- Residence Services
- Student Accessibility Services
- Student Health, Counselling, and Wellness Services
- Office of Enrolment Management
- Office of Research and Innovation Services
- Office of Student Experience
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments
 - Alumni Affairs and Donor Communications
 - Athletics and Recreational Services
 - Bookstore
 - Budgets and Financial Services
 - Campus Community Police
 - Co-operative Education and Workplace Partnerships
 - Facility Services
 - Food Services
 - Human Resources
 - Institutional Analysis
 - International Student Centre
 - Public Affairs and Communication
 - Office of the Registrar
 - Student Health, Counselling, and Wellness Services
 - Office of Enrolment Management
 - University Secretariat
 - Office of Research and Innovation Services
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments
 - Alumni Affairs and Donor Communications
 - Athletics and Recreational Services
 - Budgets and Financial Services
 - Campus Community Police
 - Centre for English Language Development
 - Co-operative Education and Workplace Partnerships
 - Financial Accounting and Reporting

- Human Resources
- I.T. Services
- Institutional Analysis
- Office of the Registrar
- Residence Services
- Student Health, Counselling, and Wellness Services
- University Secretariat
- Office of Student Experience

Designated Group Employment Equity Data Profile – Staff Affiliation Group (Non-Academic)

(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))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF AFFILIATION GROUP (Non-Academic)				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Unifor 444	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation	Meet Representation
Unifor 2458 Full Time	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Unifor 2458 Part-Time	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
Unifor 2458 Engineers	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
CUPE 1001 Full Time	Significant Underrepresentation	Meet Representation	Underrepresentation	Meet Representation
CUPE 1001 Part-Time	Meet Representation	Meet Representation	Significant Underrepresentation	Underrepresentation
CUPE 1393	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Managerial & Professionals	Meet Representation	Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Executives	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation

Designated Group Profiles – Staff Affiliation Groups (Non-Academic)

The following explains what roles are under each affiliation group:

- Unifor 444 (includes campus community police and parking services)
- Unifor 2458 Full Time (office and clerical staff)
- Unifor 2458 Part Time (office and clerical staff)
- Unifor 2458 Engineers (stationary engineers and refrigeration mechanics)
- CUPE 1001 Full Time (food services, housekeeping, and grounds)
- CUPE 1001 Part-Time (food services, housekeeping, and grounds)
- CUPE 1393 (skilled trades and technical staff)
- Managerial & Professionals (some directors, managers, non-union professionals, etc.)
- Executives (senior leadership)

Staff Affiliation Groups Representation

- Women meet representation in the following Staff Affiliation Groups
 - Unifor 2458 Full Time
 - Unifor 2458 Part Time
 - CUPE 1001 Part Time
 - CUPE 1393
 - Managerial & Professionals
 - Executives
- Indigenous/Aboriginal peoples meet representation in the following Staff Affiliation Groups
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
- Racialized People/Visible minorities meet representation in the following Staff Affiliation Group(s)
 - Unifor 2458 Part Time
- Persons with disabilities meet representation in the following Staff Affiliation Groups
 - Unifor 444
 - Unifor 2458 Part Time
 - CUPE 1001 Full Time

Staff Affiliation Groups Underrepresentation

- There is no underrepresentation that is not considered significant per the severity ratio for Women
- Indigenous/Aboriginal Peoples are underrepresented, however, not considered significant per the severity ratio, in the affiliation group

- Unifor 444
- Managerial & Professionals
- Racialized People/Visible Minorities are underrepresented, however, not considered significant per the severity ratio, in the affiliation group
 - CUPE 1001 Full Time
- Persons with disabilities are underrepresented, however, not considered significant per the severity ratio, in the affiliation group
 - CUPE 1001 Part Time
 - Executives
- Women are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 444
 - Unifor 2458 Engineers
 - CUPE 1001 Full Time
- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 2458 Full Time
 - Unifor 2458 Part Time
 - Unifor 2458 Engineers
 - CUPE 1393
 - Executives
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 444
 - Unifor 2458 Full Time
 - Unifor 2458 Engineers
 - CUPE 1001 Part Time
 - CUPE 1393
 - Managerial & Professionals
 - Executives
- Persons with disabilities are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 2458 Full Time
 - Unifor 2458 Engineers
 - CUPE 1393
 - Managerial & Professionals

Action Plans and Timelines in 2021

Outlined below are action plans and timelines for 2021. These are primarily from the Employment Equity Multi-Year Plan 2021-2025.

In this section, under the column “Status Update”, the status of the action plan is updated as of December 2021. Any items that are in progress will be carried over to next year and will be updated on the Employment Equity Annual Report 2022.

Goal	Action Plan	Responsibility	Timeframe	Status Update
EE Data Management				
Review/Revise EE Exit Survey System <u>Note:</u> This is a carry-over from the previous EE multi-year plan	Review/Revise the Exit Survey	OHREA	Fall 2019-Winter 2020	Done
	Send out Exit Surveys with cover letters to applicable recipients as needed	OHREA	Fall 2021	Done
	Explore the possibility of providing a link to the Exit Survey on OHREA and the Department of Human Resources (HR) websites	OHREA, ITS, HR	Fall 2021	Done
	Explore the feasibility of conducting in-person exit interviews	OHREA, HR	Fall 2021	Done
Update data on the Workplace Equity Information Management System (WEIMS)	Populate WEIMS data in 2020	OHREA, ITS	Winter 2021	Done
	Populate WEIMS data in 2021	OHREA, ITS	Winter 2022	Done
Review/Revise External Staff Applicant Self-identification process	Review/Revise Equity Matters form	OHREA, HR	Summer-Fall 2020	Done
	Improve internal process from manual to electronic	OHREA, HR, ITS	Winter 2021	Done
	Create groups team between HR and OHREA	OHREA, HR, ITS	Winter 2021	Done
EE STRUCTURE				
Support and Reinforcing of Employment Equity/Procedures Assessors (EE/PA) System	Review/Revise EE/PA list and recruiting progress	OHREA, WUFA, OP	Fall 2020	Done
	Review/Revise EE/PA list and recruiting progress	OHREA, WUFA, OP	Fall 2021	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
POLICIES, PRACTICES, PROCEDURES				
Review and prioritize various University policies for revision	Review/Revise Employment and Educational Equity policy	OHREA	Summer 2021	Done
	Review various HR policies and determine if edits are needed as it relates to Employment Equity (EE)	OHREA	Winter-Fall 2021	In Progress
Preferred Name and Gender Changes	OHREA and ITS develop project scope to address name fields and gender/title options on University systems/reports/documents etc.	OHREA, ITS	Summer 2020	Done
	Review name fields and gender/title options on University systems (email, employee portal, finance, human resources, payroll, etc.)	OHREA, ITS	Fall 2020	Done
	Review name fields and gender/title options on University reports (crystal reports, automated reports, financial reports, attendance reports, etc.)	ITS	Winter 2021	Done
	Review name fields and gender/title options on University documents (intake forms, application forms, personal information forms, etc.)	OHREA, University units	Winter 2021	Done
	Update/change all fields identified in the review	ITS	Summer 2021	Done
INDIVIDUALIZED GOALS & TIMETABLES				
Union Goals & Timelines	Review collective bargaining agreements to identify possible gaps and barriers	OHREA, HR, OP, Bargaining Units, EECC Subcommittees	Winter-Fall 2021	In Progress
REPORTING				
Employment Equity Annual Report	Complete the Employment Equity 2020 Census Report progress	OHREA	Winter-Summer 2021	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
	Upload Employment Equity 2020 Report to the OHREA website	OHREA	Fall 2021	Done
	Complete the Employment Equity 2021 Report progress	OHREA	Winter-Summer 2022	In Progress
UNIVERSITY WORKFORCE CENSUS				
Undertake a University-wide Workforce Census 2020	Complete a Census Report 2020	OHREA	Winter-Summer 2021	Done
	Update Census information/report on the OHREA website	OHREA	Fall 2021	Done
COMMUNICATION				
Employment Equity Website	Review the Employment Equity website	OHREA	Winter 2021	Done
	Research other university EE website	OHREA	Winter 2021	Done
	Explore and draft a list of menu items	OHREA	Summer 2021	Done
	Update the Employment Equity website	OHREA	Fall 2021	Done
Employment Equity Training and Resources webpage	Develop Employment Equity Training and Resources webpage	OHREA	Winter 2021	Done
	Create Employment Equity Training and Resources webpage in a test environment	OHREA	Winter 2021	Done
	Communicate EE Training and Resources webpage with EECC, Training and Education Subcommittee, PCDI	OHREA, EECC, EECC T&E, PCDI	Winter 2021	Done
	Launch EE Training and Resources webpage – Go Live	OHREA	Summer 2021	Done
Diversity Advertising Avenues	Develop a spreadsheet that lists various diversity advertising avenues that target specific underrepresented groups	OHREA	Fall 2020	Done
	Communicate with EECC, Recruiting and Attracting Subcommittee and PCDI	OHREA, EECC, EECC R&A, PCDI	Winter 2021	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
	Hire Ignite Student (Equity Initiatives Coordinator) to research local, provincial, national, and global platforms to expand the list	OHREA, Ignite Program	Summer 2021	Done
PROFESSIONAL DEVELOPMENT				
EE Training with a focus on EE/PAs	Virtual EE Training for EE/PAs and others involved in hiring (invitations to applicable University community personnel)	OHREA, PCEE, OP	Fall 2021	Done
Pride at Work Canada	Explore Pride at Work Canada (services offered, benefits offered, pricing)	OHREA	Winter 2021	Done
	Register as a partner member of the University	OHREA	Summer 2021	Done
	Post DailyNews article to promote	OHREA	Summer 2021	Done
RECRUITMENT, PROMOTION, RETENTION				
Employment Equity Data Profile for Academic Units hiring process	Provide Academic Unit specific EE Data to AAU Heads, Directors, and Deans	OHREA	Fall 2021	Done

Employment Equity Highlights in 2021

COVID-19 Pandemic Throughout 2021

The COVID-19 pandemic persisted throughout 2021. It continued with the announcement of a Provincial Stay-At-Home Order from the Ontario Government, where the University mandated that employees who were able to work remotely from home were required to do so. This shifted the “Essential Workers” model to “Critical Workers”, which was a reduction in the number of some essential staff scheduled for an on-campus shift. A few weeks later the Ontario Government announced the Provincial Lockdown, which resulted in temporary building closures. As Provincial shutdowns, lockdowns, and closures grew, a light of hope came to shine in early March when mass COVID-19 vaccinations began to be available to the public. This led to the development of the University’s vaccination policy and the eventual return to work of employees back to campus at 50% capacity for the Fall 2021 semester. Follow this link to learn more about how the University addressed COVID-19 and [Return To Campus](#).

University of Windsor’s Employment and Educational Equity Policy

The University’s Employment and Educational Equity Policy was updated regarding policy language and alignment with the University’s policy template. This was done in consultation with the three EECC Subcommittees, the EECC (Employment Equity Coordinating Committee), and the PCDI (President’s Committee on Diversity and Inclusion). The latest revision of the policy was finalized in August 2021. Follow this link to read the most updated [Employment and Educational Equity Policy](#).

University of Windsor’s Exit Survey

The Office of Human Rights, Equity & Accessibility (OHREA) revisited and revised the University of Windsor’s Exit Survey questionnaire. Part of OHREA’s Employment Equity mandate is to offer people an opportunity to provide feedback on their experience as an employee. This would include any perceived barriers or practices that are viewed as working well and identifying any problem areas. The information shared is to help inform positive changes that the University can make to improve the institutional culture.

Preferred Name and Gender Changes

OHREA and ITS (Information Technology Systems) created a project proposal to identify and capture University systems and reports that display any type of name fields and update the coding so that the Preferred Name would be the primary field being displayed. This is very similar to what Registrar has been doing with student name changes, where UWindsor recognizes that some students prefer to be addressed by names other than their legal first names. For this reason, the University allows students to designate a preferred first name. Students preferred first names are displayed on things such as class rosters, Blackboard and the UWinCard. The same logic was used for employees as well.

Regarding the technical piece, ITS has worked on reducing the risk when it comes to legal names on systems where it can cause an issue. For example, there were changes and customization of all the public-facing occurrences, which include such things as the University’s employee portal and manager portal, to show the preferred name. In addition, there were changes to the University’s interfaces

with other systems wherever applicable to send the employee's preferred name. There were also changes to enable all the University's automated reports that are emailed to other departments and areas to display the preferred name.

Gender options were expanded beyond the binary options of male and female, with other options being "Another Gender Identity" and "Undeclared" or "Not Reported". The language of these options is in keeping with that used for students by the Ontario Universities Application Centre (OUAC) and other government documents. The salutation or title options were also expanded beyond Mr., Mrs., Ms., Miss., Dr. And Prof. to include Mx., which is a gender-neutral option.

University of Windsor's Employment Equity Training and Resources webpage

OHREA has added a link on its website providing access to a wide range of employment equity training and resources. There is a link to U Windsor Library Holdings, which is a great resource that is easily accessible right on the University campus. There is a diverse selection of articles, books, journals, documents, etc. related to employment equity, diversity, inclusion, and equitable practices. Follow this link to access the [Employment Equity Training and Resources](https://www.uwindsor.ca/ohrea/201/employment-equity-training-and-resources) (<https://www.uwindsor.ca/ohrea/201/employment-equity-training-and-resources>) webpage.

Diversity Advertising Avenues

OHREA continued to develop a working document of different diversity advertising avenues to post job advertisements that outreach to general diversity groups and specific underrepresented designated groups. These include women's groups and networks, racialized groups, Black community networks, Indigenous groups, persons with disabilities networks, LGBTQ+ networks, etc. This is a working document that will be updated and improved regularly.

University units, such as Human Resources, the Office of the Provost, and a variety of other units, have reached out to OHREA to assist in circulating job postings to diverse advertising avenues. This is a helpful process when outreaching a diverse pool of applicants, especially in areas where the underrepresentation of designated groups is significant.

Pride at Work Canada

The University has partnered as a member with Pride at Work Canada. Pride at work Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation. They help organizations to create safer, more inclusive workplaces that recognize the skills of the 2SLGBTQIA+ community. The benefits of being a member are free access to their webinars, e-learning, resources, networking programs, events, posting job advertisements on their website, and more. Everyone in the University community can access their services by using their UWindsor email. Follow this link to learn more about [Pride at Work Canada](#) and to access the services offered.

Office of Vice-President, Equity, Diversity, and Inclusion (VP, EDI)

In June 2021, Dr. Clinton Beckford, Faculty of Education Professor, accepted a two-year appointment as Interim Vice-President, Equity, Diversity, and Inclusion at the University of Windsor. This was part of the launch of the newly formed Office of the Vice-President, Equity, Diversity, and Inclusion. As per the announcement in the University's DailyNews article published in April 2021, "This appointment will provide guidance, advocacy, insight, and leadership as the University works toward a Senate-governed leadership role at the vice-president level." In addition, "the role will lead and support efforts to address racism and discrimination on campus and provide guidance to ensure that equity, diversity and inclusion priorities thoughtfully inform decision making." Follow this link to read the April 2021 announcement of the new [Vice-President, Equity, Diversity, and Inclusion](#) role. Follow this link to learn more about the [Office of the Vice-President, Equity, Diversity, and Inclusion](#).

Conclusion

Throughout 2021, the University experienced another year of challenges, harsh pressures, and strict restrictions due to the COVID-19 pandemic. However, the University approached these difficult situations with enhanced preparedness, adapting to changes, and resilience. Equity, diversity, inclusion, accessibility, and Indigeneity continued to be strengthened by the many online workshops, presentations, training, and courageous conversations offered throughout the year. The online platform proved to be more accessible to employees, resulting in better attendance. The increased online activity enabled the University to broaden inclusivity and accessibility, building upon the different possibilities that technology has to offer, and the opportunity to learn from the different types of methods used to deliver services, programs, courses, etc. beyond the traditional in-person experience.