

EMPLOYMENT EQUITY ANNUAL REPORT 2023



Office of Human Rights, Equity, and Accessibility (OHREA)

www.uwindsor.ca/ohrea

Table of Contents

Introduction.....	3
University of Windsor Land Acknowledgement.....	3
About the University of Windsor.....	3
University of Windsor Commitment to Equity, Diversity, and Inclusion (EDI).....	3
Federal Contractors Program (FCP)	4
Workforce Representation	4
Designated Groups	4
Internal Representation and External Workforce Availability of Designated Groups	5
Employment Equity Occupational Groups (EEOG).....	5
Reporting.....	6
Gaps, Severity Ratio, and Significant Underrepresentation.....	6
Data Collection	7
Workforce Analysis	8
Progression Charts.....	8
Overall Representation Rates (2023)	11
Internal Distribution of Employees (2023) by Designated Groups and EEOGs	13
Internal Representation vs. External Labour Market Availability (Women)	14
Internal Representation vs. External Labour Market Availability (Indigenous/Aboriginal Peoples).....	17
Internal Representation vs. External Labour Market Availability (Racialized People/Visible Minorities)	20
Internal Representation vs. External Labour Market Availability (Persons with Disabilities)	23
Designated Group Employment Equity Data Profile – Non-Departmentalized Academic Units (Faculty)	26
Designated Group Employment Equity Data Profile – Non-Academic Units (Staff)	38
Designated Group Employment Equity Data Profile – Affiliation Group	44
Action Plans and Timelines in 2023	47
Employment Equity Spotlight for 2023.....	49
Conclusion	51

Introduction

University of Windsor Land Acknowledgement¹

The University of Windsor is situated on the traditional territory of the Three Fires Confederacy of First Nations, which includes the Ojibwa, the Odawa, and the Potawatomi. We respect the longstanding relationships with First Nations people in this place in the 100-mile Windsor-Essex peninsula and the straits - les détroits – of Detroit.

About the University of Windsor

The University, formerly named Assumption College, was established in 1857. The University later became known as the University of Windsor in 1963. In 2013 the University celebrated its 50th anniversary.²

The University is located in one of the most culturally diverse cities in Canada³. The University is comprised of the main campus and the downtown campus. The main campus is near the Ambassador Bridge, across the border from Detroit, Michigan, United States, while the downtown campus is 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.⁴ The University of Windsor has over 2500 academic (faculty) and non-academic (staff) employees.

University of Windsor Commitment to Equity, Diversity, and Inclusion (EDI)

The University's commitment to Equity, Diversity, and Inclusion (EDI) has been strengthened with the creation of the Office of the Vice-President, People, Equity, and Inclusion (OVPPE&I) in 2021 (formerly named Office of the Vice-President, Equity, Diversity, and Inclusion).⁵

Areas that report directly to the Vice-President, People, Equity, & Inclusion are:

- Anti-Racism Organizational Change
- Department of Human Resources (HR)
- Office of Human Rights, Equity, and Accessibility (OHREA)
- Office of Student Rights & Responsibilities (OSRR)
- Organizational & Leadership Development

As outlined on the website:

the office works collaboratively with a coalition of university stakeholders to build a sustainable infrastructure to dismantle systemic discrimination and oppression and transform the University of Windsor into a truly safe, inclusive, equitable, and just learning and working environment, through:

- Ensuring representation of diversity at the executive leadership table;
- A ground-up approach built on the establishment of communities of practice and action;

¹ <https://www.uwindsor.ca/indigenous-peoples/>

² <http://www.uwindsor.ca/45/fast-facts>

³ <https://www.citywindsor.ca/business/physician-recruitment/Live/Pages/Diversity-.aspx>

⁴ <https://www.uwindsor.ca/about-the-university>

⁵ <https://www.uwindsor.ca/vp-people-equity-inclusion/>

- Embedding people, equity, and inclusion into every aspect of the campus culture;
- A commitment to substantive and enduring change that resists performative actions;
- Recognition of the intersectionality of discrimination and oppression;
- Unapologetically addressing oppression and injustice, including speaking truth to power;
- And, understanding that change is often uncomfortable and difficult, but necessary.

Federal Contractors Program (FCP)⁶

The Federal Contractors Program (FCP) was established by the federal government to help ensure that organizations working with the Government of Canada implement employment equity within their workplace.

In 2013 there were two major changes to the FCP program which included:

- An increase in the contract threshold from \$200,000 to \$1 million.
- Compliance assessments that focus on the achievement of results that enable contractors to determine the initiatives best suited to their organization in order to achieve employment equity objectives.

As a result of the changes to the threshold, the University of Windsor, like many other Universities in Canada, is no longer a signatory to the FCP. However, the University is committed to being 'FCP-ready' and remaining compliant with key aspects of the FCP.

The key FCP requirements are:

- Collecting and maintaining workforce information, including representation of the four federally designated groups;
- Conducting a workforce analysis;
- Establishing short-term and long-term goals with action items that will identify and remove any potential employment barriers;
- 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

⁶ <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/federal-contractors.html>

In addition, sexual/gender minorities (2SLGBTQIA+ members) are recognized as a fifth designated group at the University.

Internal Representation and External Workforce Availability of Designated Groups

The report draws on data as of December 2023. It provides a snapshot of the internal representation of the four federally designated groups within the University's academic (faculty) and non-academic (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 employment equity-related Statistics Canada data. For three of the four designated groups (Indigenous/Aboriginal peoples, racialized people/visible minorities, and women), the data for this report 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 (EEOG)

Employment Equity Occupational Groups (EEOG) is the overall employment workforce within the organization that is divided into fourteen job categories and categorized by hierarchy. Each EEOG is then broken down into specific occupational groups called "National Occupational Classification" (NOC) codes. In this report, NOC 4011 for University Professors has been included in the EEOG 03: Professionals.

The EEOG are as follows:

- EEOG 01: Senior Managers
- EEOG 02: Middle and Other Managers
- EEOG 03: Professionals
- EEOG 04: Semi-Professionals
- EEOG 05: Supervisors
- EEOG 06: Supervisors: Crafts and Trades
- EEOG 07: Administrative and Senior Clerical
- EEOG 08: Skilled Sales and Service Personnel
- EEOG 09: Skilled Crafts and Trades Workers
- EEOG 10: Clerical Personnel

- EEOG 11: Intermediate Sales and Service Personnel
- EEOG 12: Semi-Skilled Manual Workers
- EEOG 13: Other Sales and Service Personnel
- EEOG 14: Other Manual Workers

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 highlight the representation within the Employment Equity Occupational Groups (EEOG), National Occupational Classification (NOC) 4011 for University Professors, Academic Units (faculty/departments), and Non-Academic Units (staff units/affiliation groups).

Gaps, Severity Ratio, and Significant Underrepresentation

The report further identifies and highlights any gaps and significant underrepresentation that may be present in the designated groups.

Gaps and Underrepresentation are identified when the internal representation is less than the external workforce representation, resulting in a negative number.

Severity determines how significant the underrepresentation is of the gap.

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.

- $\geq 100\%$: Meets Representation: when members of a designated group(s) are equal to or greater than one hundred (100) percent of the external representation (2016 Census/CSD 2017)
- 80% - 100%: Under-Representation: when members of a designated group(s) are fewer than one hundred (100) percent, but greater than eighty (80) percent of the external representation (2016 Census/CSD 2017); the under-representation is not deemed to be significant
- $< 80\%$: Significant Under-Representation: In accordance with the Federal Contractors Program under the Employment Equity Act, underrepresentation is significant and must be addressed when members of a designated group(s) are fewer than eighty (80) percent of the external representation (2016 Census/CSD 2017)

Significant Underrepresentation is the standard for identifying and highlighting gaps and the expectation is that actions will follow to close these gaps. The requirement to act by legislation when significant underrepresentation is found. In accordance with the Federal Contracts Program (FCP) under the Employment Equity Act (EEA), the standard for significant underrepresentation is found when the severity ratio is less than 80% of the external workforce available pool. The closer the percentage is to 0.0%, the more severe the underrepresentation, where 0.0% indicates there are zero people in the available pool. The closer to 80%, the less severe the underrepresentation. Underrepresentation between 80% and less than 100% is still identified, although considered not to be significant underrepresentation. Representation at 100% or more is deemed to have met representation.

Data Collection

In keeping with the guidelines of the FCP, the internal representation percentages of the designated groups are collected from the University's Employment Equity Census and the Employment Equity Survey. However, following the best practices outlined in the FCP, the data on women in this report are extracted from the University of Windsor Human Resources Information System (HRIS). It should also be noted that the HRIS currently collects and stores data beyond the binary options of female and male, with the third option being "another gender identity", which is in line with the terminology from the Ontario Universities Application Centre (OUAC).⁷

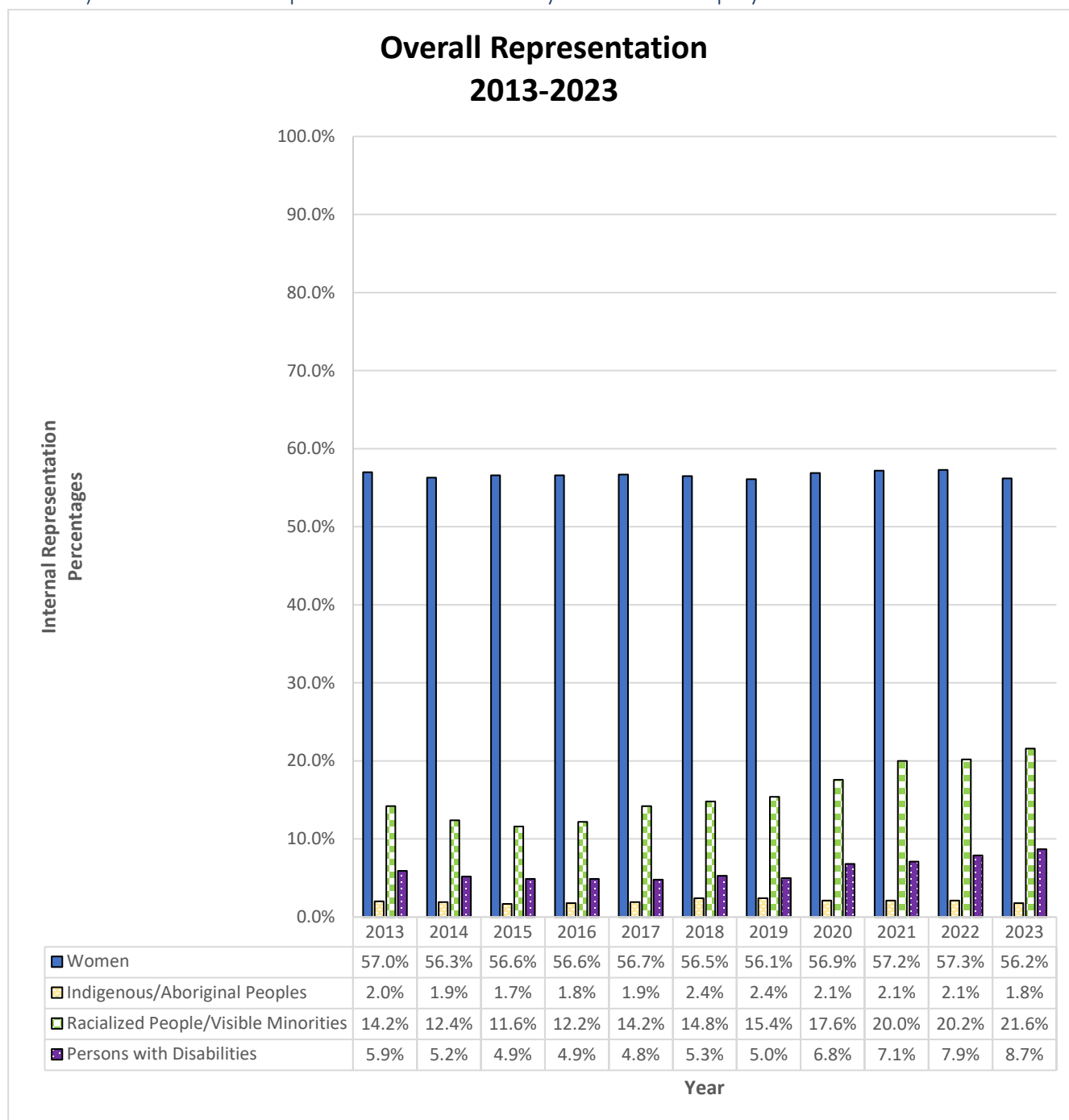
The response rate and integrity of the employment equity data have been strengthened in a variety of ways. These include providing access to the employment equity survey through multiple internal systems, such as the employee portal and the OHREA website. Other means include distributing monthly reminders to those employees who have not responded to the survey, and conducting University-wide censuses. In addition, the employment equity survey is continually reviewed and updated by OHREA, with particular emphasis on wording/language and the selection criteria.

⁷ https://guidance.ouac.on.ca/docs/transmission_specs.pdf

Workforce Analysis

Progression Charts

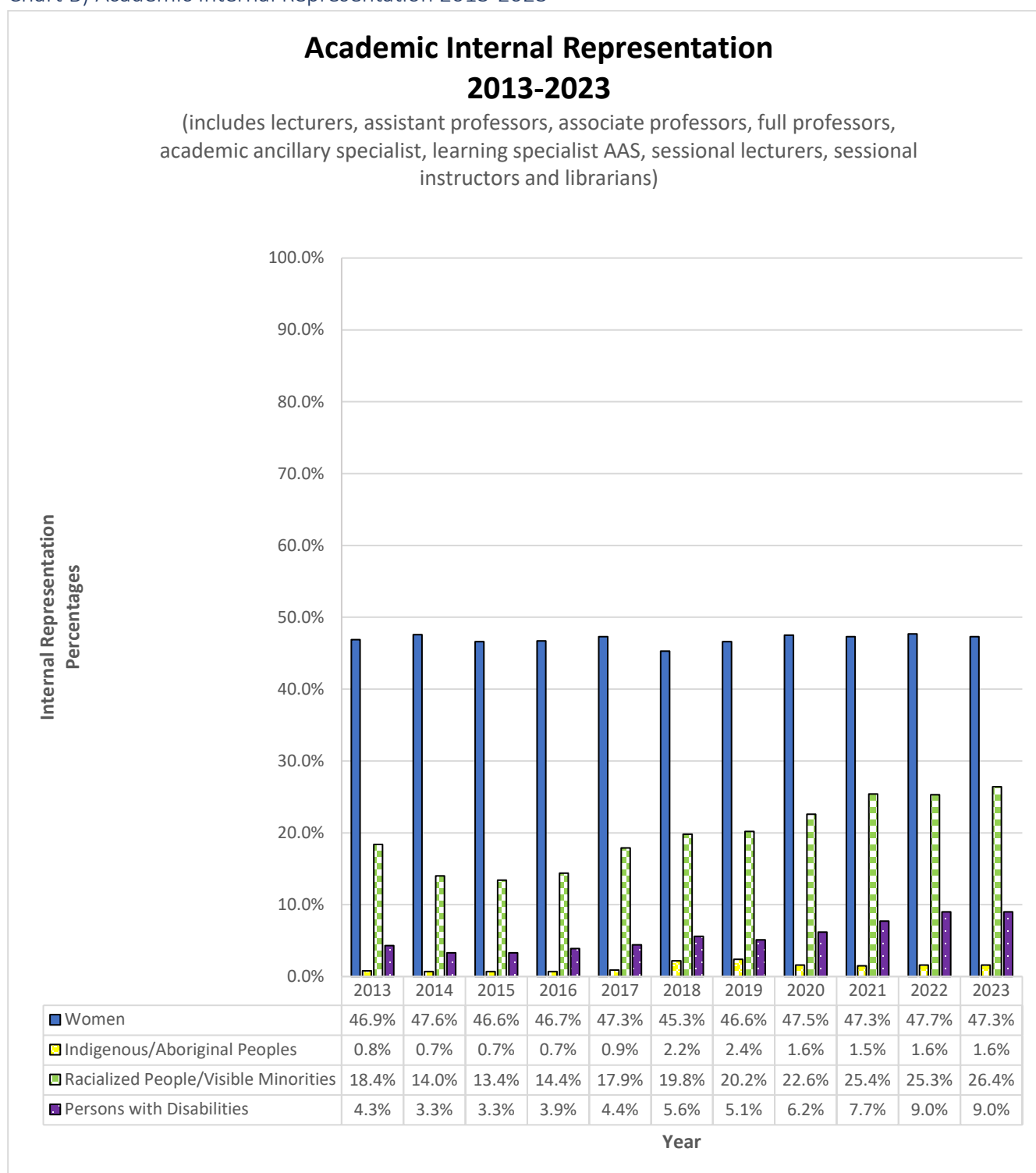
Chart A) Overall Internal Representation of University of Windsor Employees 2013-2023



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

Note: 2013 was the most updated workforce census. Reporting progression in the last 11 years.

Chart B) Academic Internal Representation 2013-2023



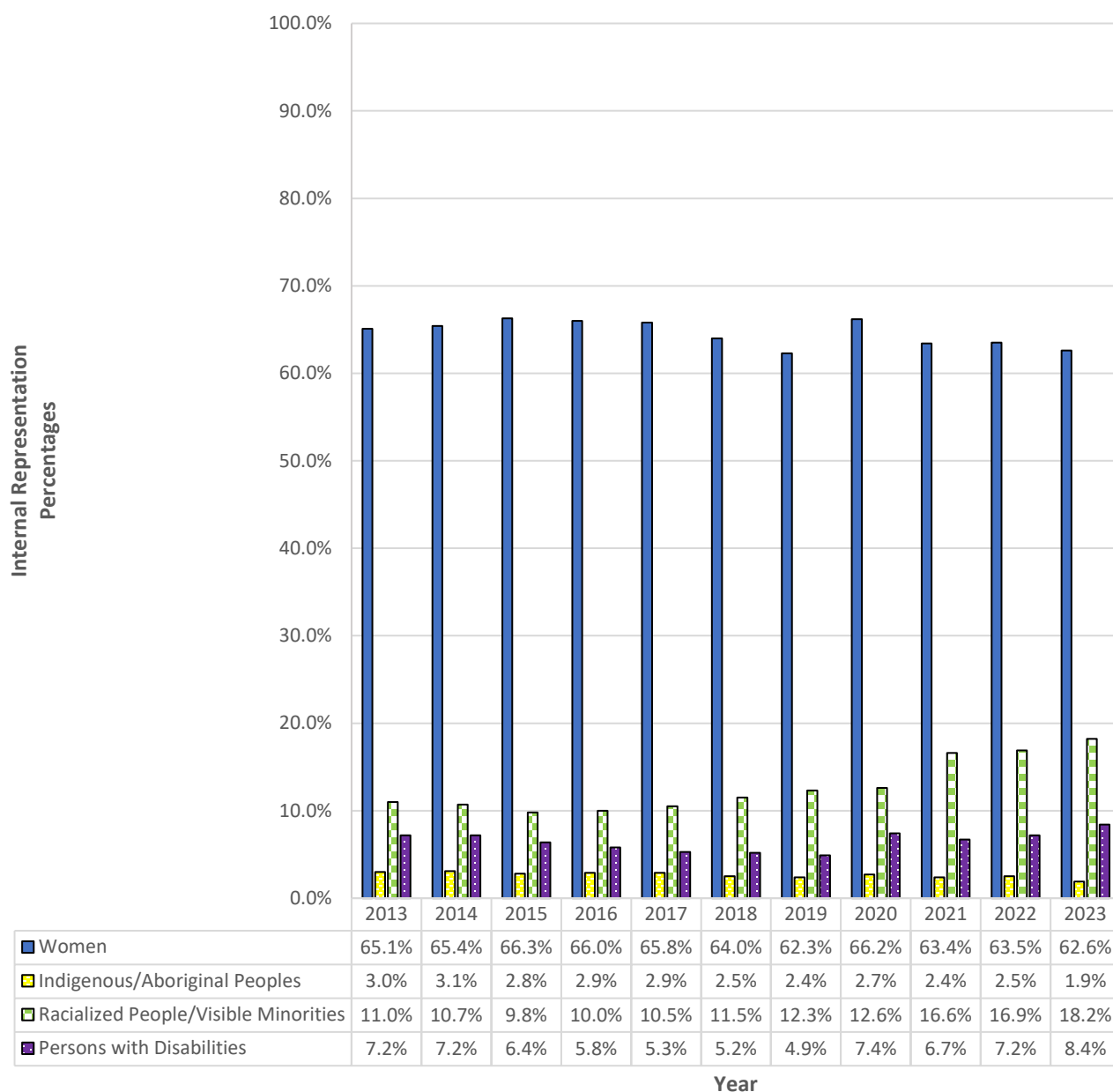
The chart above shows the internal representation of Academic employees at the University. This includes all employees in NOC 4011 (lecturers, assistant professors, associate professors, and full professors), NOC 4012 (academic ancillary specialist, learning specialist AAS, sessional lecturers, and sessional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

Note: 2013 was the most updated workforce census. Reporting progression in the last 11 years.

Chart C) Non-Academic Internal Representation 2013-2023

Non-Academic Internal Representation 2013-2023

(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 w

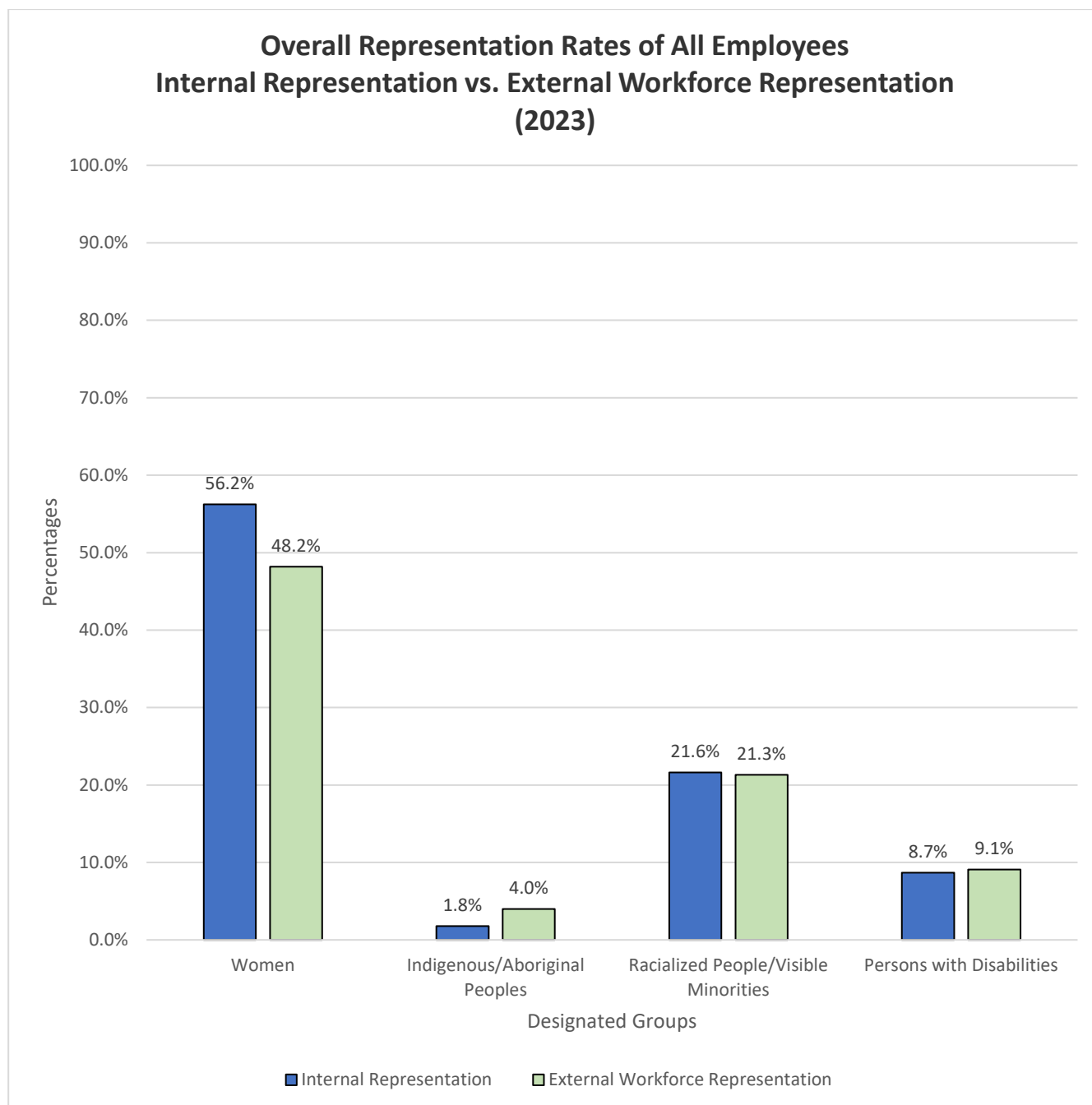


The chart above shows the internal representation of Non-Academic employees at the University. This includes all full-time and part-time managerial and professional employees, full-time and part-time unionized staff employees, and full-time and part-time temporary staff employees (who have worked more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

Note: 2013 was the most updated workforce census. Reporting progression in the last 11 years.

Overall Representation Rates (2023)

All Employees: Internal Representation vs. External Workforce Representation 2023 Chart



- Women comprise 56.2% of the internal representation compared to 48.2% of external workforce representation in the 2016 Canadian census external workforce representation data.
- Indigenous/Aboriginal peoples comprise 1.8% of the internal representation compared to 4.0% from the 2016 Canadian census external workforce representation data.
- Racialized people/Visible minorities comprise 21.6% of the internal representation compared to 21.3% from the 2016 Canadian census external workforce representation data.
- Persons with disabilities comprise 8.7% of the internal representation compared to 9.1% from the 2017 Canadian Survey on Disability (CSD) external workforce representation data.

Internal Distribution of Employees (2023) 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	13	69.2%	7.7%	30.8%	7.7%
02: Middle and Other Managers	182	62.6%	1.1%	20.9%	8.8%
03: Professionals	1731	51.4%	1.4%	24.7%	8.8%
<i>4011: University Professors*</i>	<i>501</i>	<i>37.7%</i>	<i>2.2%</i>	<i>36.1%</i>	<i>11.6%</i>
04: Semi-Professionals	165	41.8%	2.4%	15.2%	7.3%
05: Supervisors	14	35.7%	0.0%	7.1%	7.1%
06: Supervisors: Crafts and Trades	<10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	291	89.7%	1.7%	14.8%	9.3%
08: Skilled Sales and Service Personnel	<10	100.0%	0.0%	0.0%	0.0%
09: Skilled Crafts and Trades Workers	34	5.9%	0.0%	0.0%	2.9%
10: Clerical Personnel	104	85.6%	1.9%	15.4%	8.7%
11: Intermediate Sales and Service Personnel	17	76.5%	0.0%	23.5%	0.0%
12: Semi-Skilled Manual Workers	<10	33.3%	0.0%	0.0%	33.3%
13: Other Sales and Service Personnel	77	45.5%	11.7%	15.6%	10.7%
14: Other Manual Workers	16	6.3%	0.0%	18.8%	12.5%
Total (EEOG 01-14)	2649	56.2%	1.8%	21.6%	8.7%

* 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 (2023) by Designated Groups and EEOGs

Designated Group: Women

- The highest percentage of women at 100.0% is found in the Employment Equity Occupational Group (EEOG) 08: Skilled Sales and Service Personnel. The next highest percentage of women is 89.7% in the 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 5.9%.
- 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 13: Other Sales and Service Personnel at 11.7%.
- The lowest percentage (excluding 0.0%) of Indigenous/Aboriginal peoples is found in the EEOG 02: Middle and Other Managers at 1.1%.
- 0.0% percentage of Indigenous/Aboriginal peoples is found in the following EEOGs:
 - EEOG 05: Supervisors
 - 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
 - EEOG 14: Other Manual Workers

Designated Group: Racialized People/Visible Minorities

- The highest percentage of racialized people/visible minorities is found in the EEOG 01: Senior Managers at 30.8%.
- The lowest percentage (excluding 0.0%) of racialized people/visible minorities is found in the EEOG 05: Supervisors at 7.1%.
- 0.0% percentage of racialized people/visible minorities is found in the following EEOGs:
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 08: Skilled Sales and Service Personnel
 - 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 2.9%.
- 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
 - EEOG 11: Intermediate Sales and Service Personnel

Internal Representation vs. External Labour Market Availability (Women)

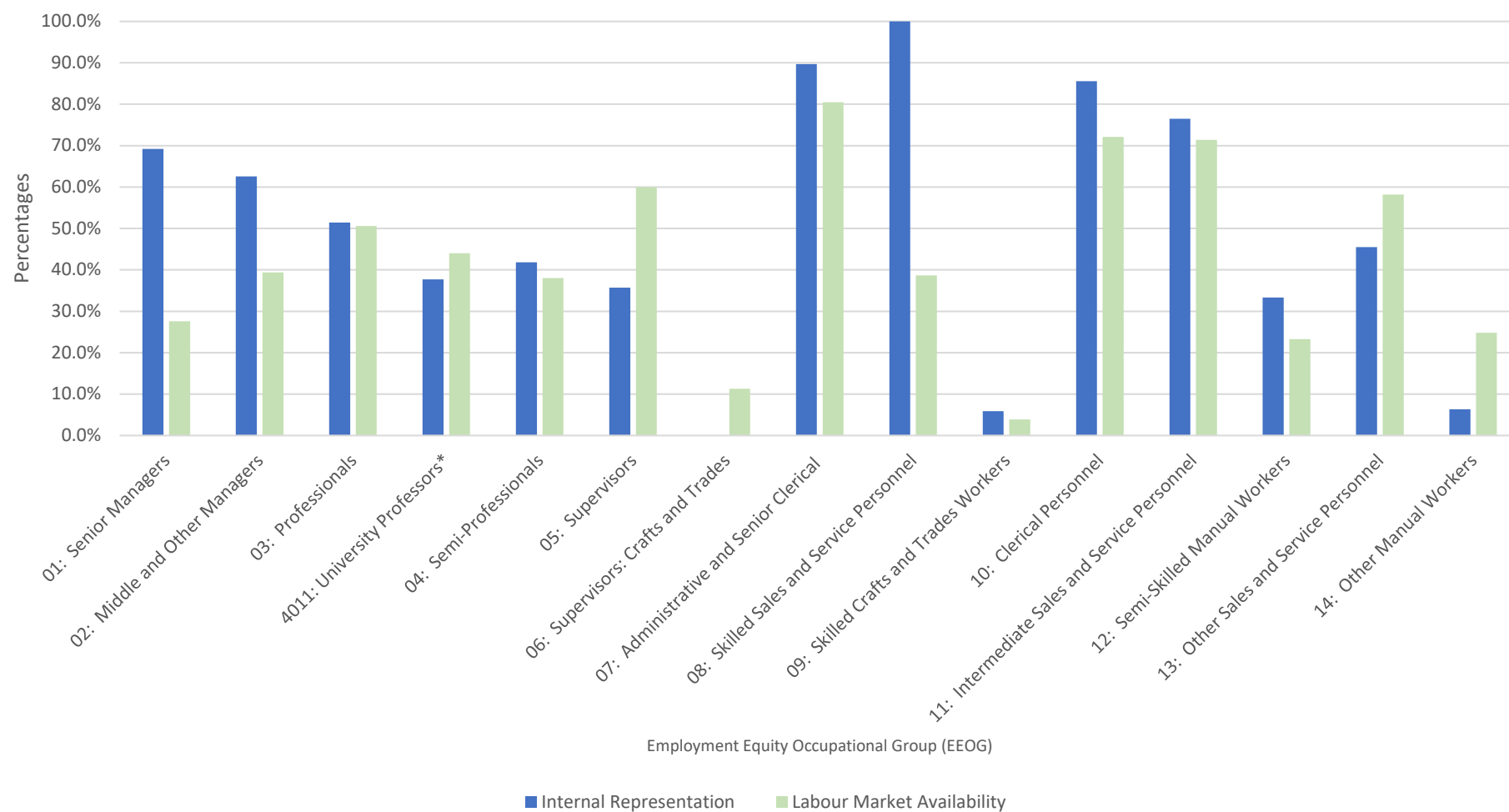
Women

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	69.2%	27.6%	5		National
02: Middle and Other Managers	62.6%	39.4%	42		National
03: Professionals	51.4%	50.6%	14		National
<i>4011: University Professors*</i>	<i>37.7%</i>	<i>44.0%</i>	<i>-31</i>	<i>85.7%</i>	<i>National</i>
04: Semi-Professionals	41.8%	38.0%	6		Provincial
05: Supervisors	35.7%	60.0%	-3	59.5%	Windsor
06: Supervisors: Crafts and Trades	0.0%	11.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	89.7%	80.5%	27		Windsor
08: Skilled Sales and Service Personnel	100.0%	38.7%	1		Provincial
09: Skilled Crafts and Trades Workers	5.9%	3.9%	1		Provincial
10: Clerical Personnel	85.6%	72.1%	14		Windsor
11: Intermediate Sales and Service Personnel	76.5%	71.4%	1		Windsor
12: Semi-Skilled Manual Workers	33.3%	23.3%	0		Windsor
13: Other Sales and Service Personnel	45.5%	58.2%	-10	78.1%	Windsor
14: Other Manual Workers	6.3%	24.8%	-3	25.2%	Windsor

* 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 Representation vs. External Labour Market Availability Women



* 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 Representation vs. External Labour Market Availability

Women

According to the overall representation of the University of Windsor workforce, women are represented at 56.2% (2023) 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 08: Skilled Sales and Service Personnel at 100.0%. As this internal representation population is less than 10 people, the next highest internal representation of women is found in the EEOG 07: Administrative and Senior Clerical at 89.7%.

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 within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation of 37.7% compared to the external national labour market availability of 44.0% with a gap of -31 and a severity ratio of 85.7%.

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

- EEOG 05: Supervisors with an internal representation of 35.7% compared to the external local labour market availability at 60.0% with a gap of -3 and a severity ratio of 59.5%.
- EEOG 13: Other Sales and Service Personnel with the internal representation of 45.5% compared to the external local labour market availability at 58.2% with a gap of -10 and a severity ratio of 78.1%.
- EEOG 14: Other Manual Workers with an internal representation of 6.3% compared to the external local labour market availability at 24.8% with a gap of -3 and a severity ratio of 25.2%.

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, 1 group is considered not significantly underrepresented, 3 groups are significantly underrepresented, and 1 group is not represented at all.

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

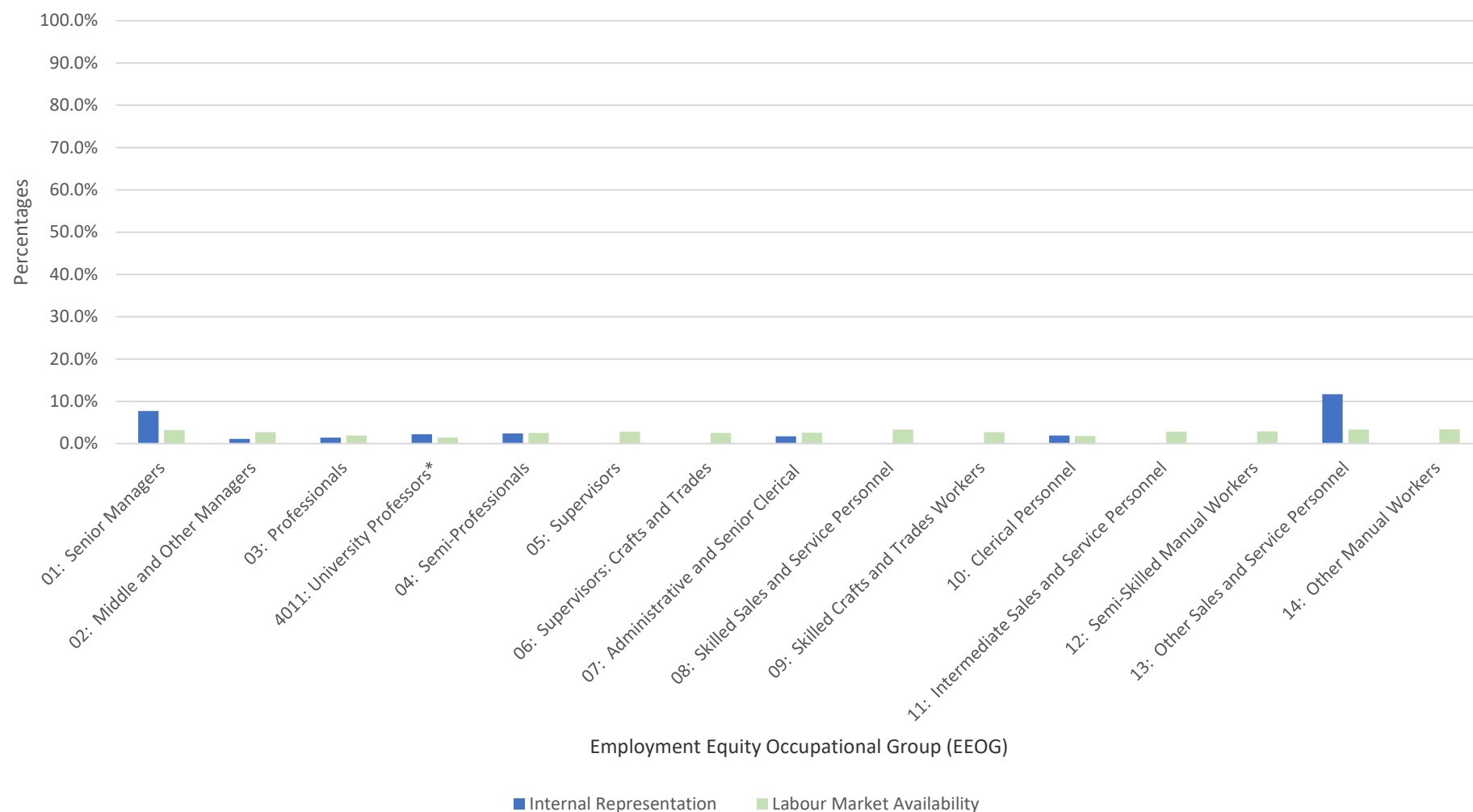
Indigenous/Aboriginal Peoples

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	7.7%	3.2%	1		National
02: Middle and Other Managers	1.1%	2.7%	-3	40.7%	National
03: Professionals	1.4%	1.9%	-9	73.0%	National
<i>4011: University Professors*</i>	2.2%	1.4%	4		<i>National</i>
04: Semi-Professionals	2.4%	2.5%	0	97.0%	Provincial
05: Supervisors	0.0%	2.8%	0	0.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	2.5%	0	0.0%	Provincial
07: Administrative and Senior Clerical	1.7%	2.6%	-3	66.1%	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	1.9%	1.8%	0		Windsor
11: Intermediate Sales and Service Personnel	0.0%	2.8%	0	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	2.9%	0	0.0%	Windsor
13: Other Sales and Service Personnel	11.7%	3.3%	6		Windsor
14: Other Manual Workers	0.0%	3.4%	-1	0.0%	Windsor

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



* 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 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 1.8% (2023) compared to the national labour market availability at 4.0% (2016 Census). There continue 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 11.7% is found in EEOG 13: Other Sales and Service Personnel.

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 within the EEOG 04: Semi-Professionals with an internal representation at 2.4% compared to the external provincial labour market availability at 2.5% with a gap of 0 and a severity ratio of 97.0%.

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 1.1% compared to the external national labour market availability at 2.7% with a gap of -3 and a severity ratio of 40.7%.
- EEOG 03: Professionals with the internal representation at 1.4% compared to the external national labour market availability at 1.9% with a gap of -9 and a severity ratio of 73.0%.
- EEOG 07: Administrative and Senior Clerical with an internal representation at 1.7% compared to the external local labour market availability at 2.6% with a gap of -3 and a severity ratio of 66.1%.

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

- EEOG 05: Supervisors
- 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
- EEOG 14: Other Manual Workers

Out of the 14 EEOGs categories listed, 1 group is considered not significantly underrepresented, 3 groups are significantly underrepresented and 7 are not represented at all.

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

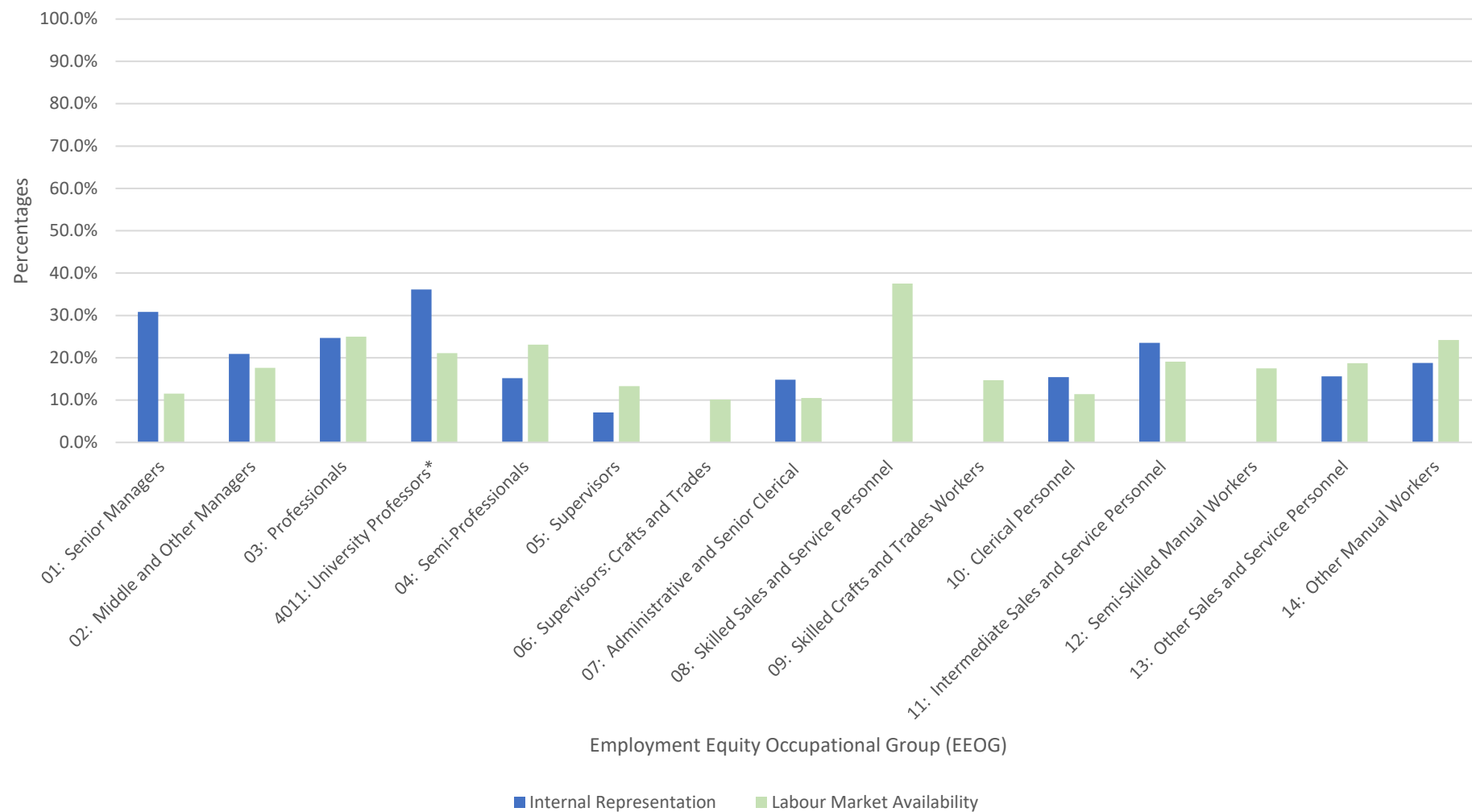
Racialized People/Visible Minorities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	30.8%	11.5%	3		National
02: Middle and Other Managers	20.9%	17.6%	6		National
03: Professionals	24.7%	25.0%	-6	98.7%	National
<i>4011: University Professors*</i>	36.1%	21.1%	75		<i>National</i>
04: Semi-Professionals	15.2%	23.1%	-13	65.6%	Provincial
05: Supervisors	7.1%	13.3%	-1	53.7%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	14.8%	10.5%	12		Windsor
08: Skilled Sales and Service Personnel	0.0%	37.5%	0	0.0%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	14.7%	-5	0.0%	Provincial
10: Clerical Personnel	15.4%	11.4%	4		Windsor
11: Intermediate Sales and Service Personnel	23.5%	19.1%	1		Windsor
12: Semi-Skilled Manual Workers	0.0%	17.5%	-1	0.0%	Windsor
13: Other Sales and Service Personnel	15.6%	18.7%	-2	83.3%	Windsor
14: Other Manual Workers	18.8%	24.2%	-1	77.5%	Windsor

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



* 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 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 21.6% (2023) 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 01: Senior Managers at 30.8%.

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 03: Professionals with an internal representation at 24.7% compared to the external national labour market availability at 25.0% with a gap of -6 and a severity ratio of 98.7%.
- EEOG 13: Other Sales and Service Personnel with an internal representation at 15.6% compared to the external local labour market availability at 18.7% with a gap of -2 and a severity ratio of 83.3%.

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 15.2% compared to the external provincial labour market availability at 23.1% with a gap of -13 and a severity gap of 65.6%.
- EEOG 05: Supervisors with an internal representation of 7.1% compared to the external local labour market availability at 13.3% with a gap of -1 and a severity ratio of 53.7%.
- EEOG 14: Other Manual Workers with an internal representation of 18.8% compared to the external local labour market availability at 24.2% with a gap of -1 and a severity ratio of 77.5%.

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

- EEOG 06: Supervisors: Crafts and Trades
- EEOG 08: Skilled Sales and Service Personnel
- 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, 3 groups are significantly underrepresented and 4 are not represented at all.

Internal Representation vs. External Labour Market Availability (Persons with Disabilities)

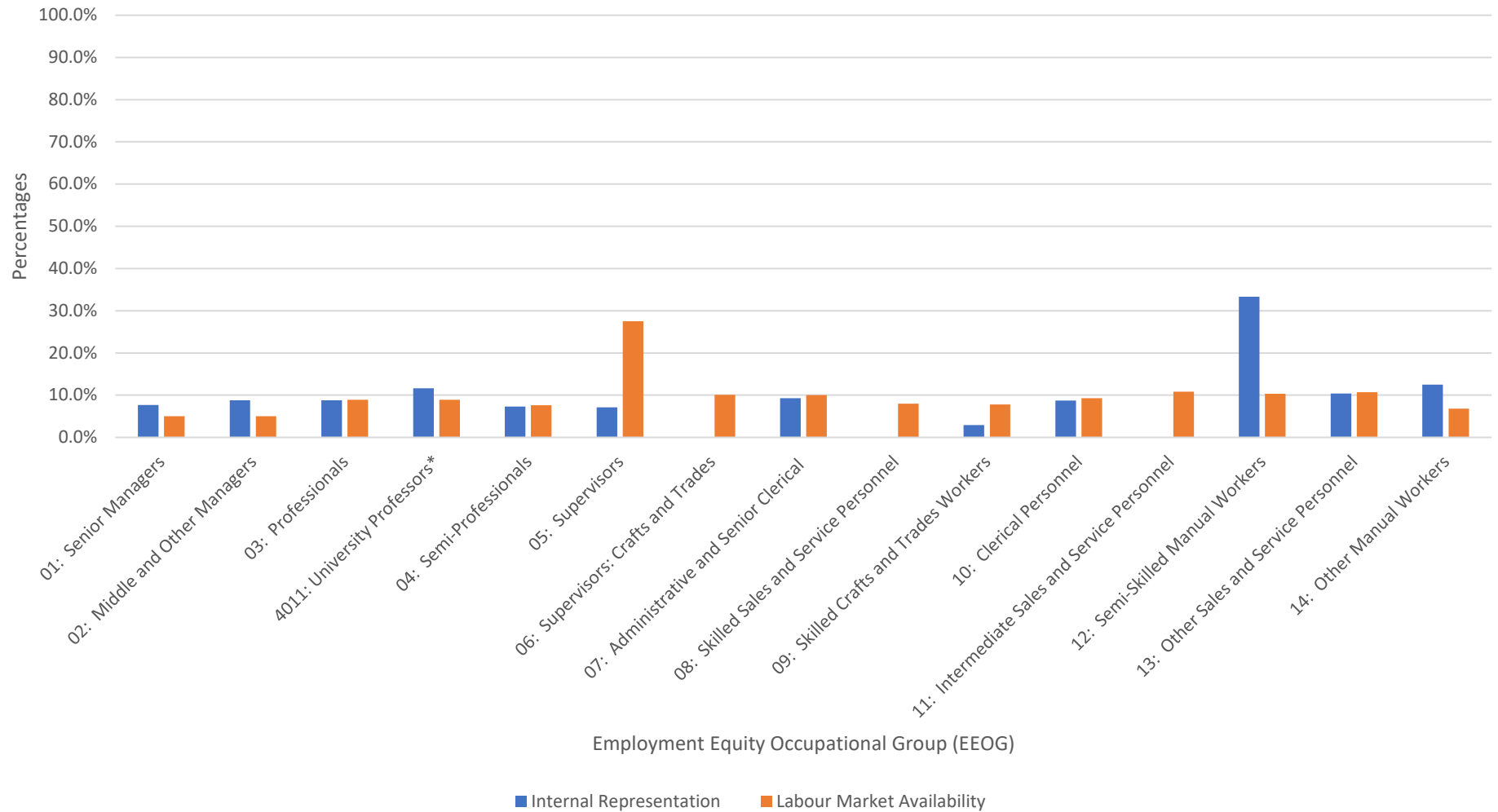
Persons with Disabilities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	7.7%	5.0%	0		National
02: Middle and Other Managers	8.8%	5.0%	7		National
03: Professionals	8.8%	8.9%	-2	98.7%	National
<i>4011: University Professors*</i>	<i>11.6%</i>	<i>8.9%</i>	<i>13</i>		<i>National</i>
04: Semi-Professionals	7.3%	7.6%	-1	95.7%	Provincial
05: Supervisors	7.1%	27.5%	-3	26.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	9.3%	10.0%	-2	92.8%	Windsor
08: Skilled Sales and Service Personnel	0.0%	8.0%	0	0.0%	Provincial
09: Skilled Crafts and Trades Workers	2.9%	7.8%	-2	37.7%	Provincial
10: Clerical Personnel	8.7%	9.3%	-1	93.1%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	10.8%	-2	0.0%	Windsor
12: Semi-Skilled Manual Workers	33.3%	10.3%	1		Windsor
13: Other Sales and Service Personnel	10.4%	10.7%	0	97.1%	Windsor
14: Other Manual Workers	12.5%	6.8%	1		Windsor

* 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 Representative vs. External Labour Market Availability Persons with Disabilities



* 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 Representation vs. External Labour Market Availability

Persons with Disabilities

Overall, persons with disabilities are significantly underrepresented at 8.7% (2023) 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 03: Professionals with an internal representation of 8.8% compared to the external national labour market availability at 8.9% with a gap of -2 and a severity ratio of 98.7%.
- EEOG 04: Semi-Professionals with an internal representation of 7.3% compared to the external provincial labour market availability at 7.6% with a gap of -1 and a severity ratio of 95.7%.
- EEOG 07: Administrative and Senior Clerical with the internal representation of 9.3% compared to the external local labour market availability at 10.0% with a gap of -2 and a severity ratio of 92.8%.
- EEOG 10: Clerical Personnel with an internal representation of 8.7% compared to the external local labour market availability at 9.3% with a gap of -1 and a severity ratio of 93.1%.
- EEOG 13: Other Sales and Service Personnel with the internal representation of 10.4% compared to the external local labour market availability at 10.7% with a gap of 0 and a severity ratio of 97.1%

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

- EEOG 05: Supervisors with the internal representation of 7.1% compared to the external local labour market availability at 27.5% with a gap of -3 and a severity ratio of 26.0%.
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 2.9% compared to the external provincial labour market availability at 7.8% with a gap of -2 and a severity ratio of 37.7%.

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
- EEOG 11: Intermediate Sales and Service Personnel

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

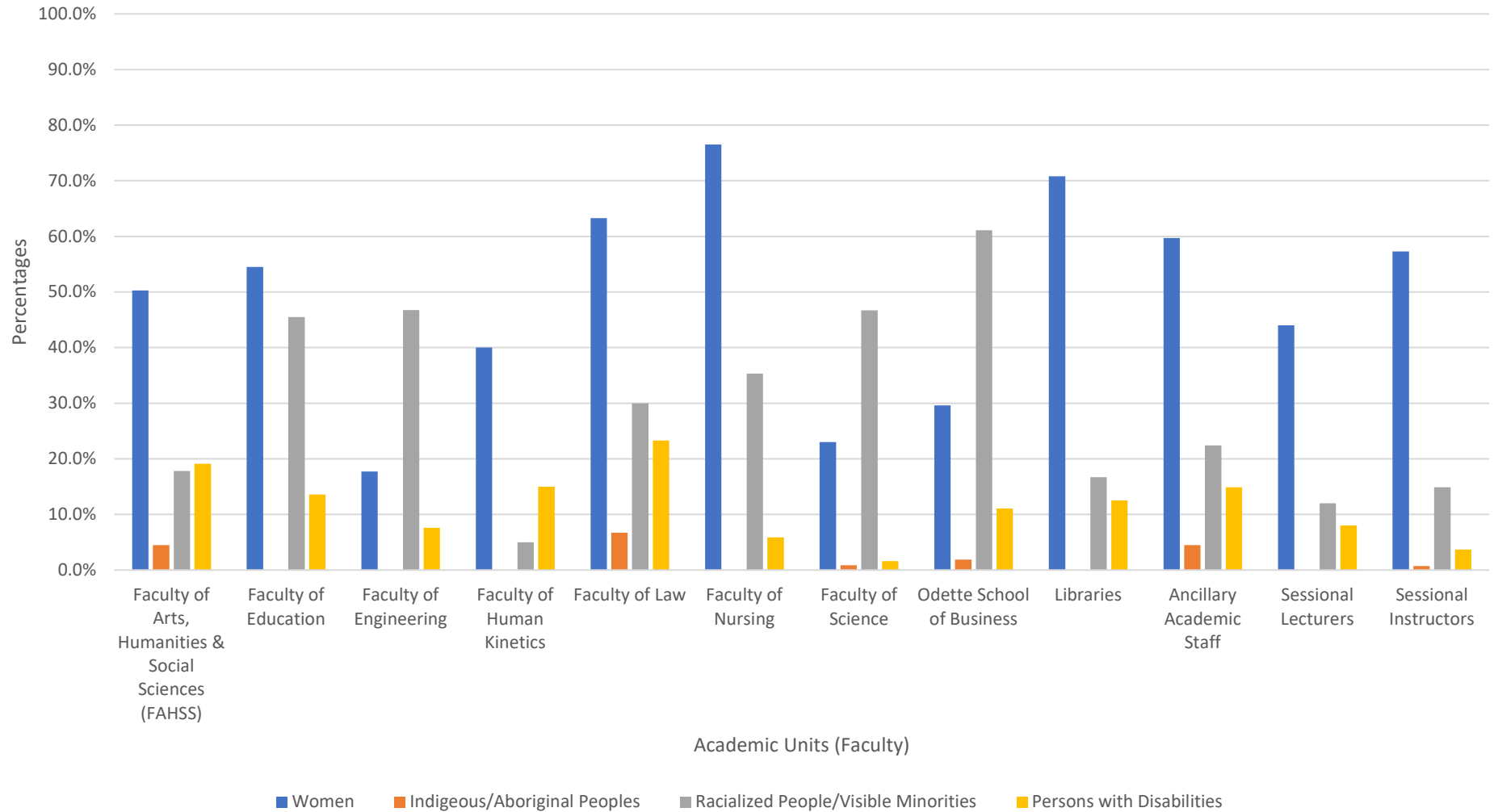
Designated Group Employment Equity Data Profile –Academic Units (Faculty)

(includes all lecturers, assistant professors, associate professors, and full professors; but 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)	50.3%	44.0%	--	4.5%	1.4%	--	17.8%	21.1%	84.4%	19.1%	8.9%	--
Faculty of Education	54.5%	44.0%	--	0.0%	1.4%	0.0%	45.5%	21.1%	--	13.6%	8.9%	--
Faculty of Engineering	17.7%	44.0%	40.2%	0.0%	1.4%	0.0%	46.8%	21.1%	--	7.6%	8.9%	85.4%
Faculty of Human Kinetics	40.0%	44.0%	90.9%	0.0%	1.4%	0.0%	5.0%	21.1%	23.7%	15.0%	8.9%	--
Faculty of Law	63.3%	44.0%	--	6.7%	1.4%	--	30.0%	21.1%	--	23.3%	8.9%	--
Faculty of Nursing	76.5%	44.0%	--	0.0%	1.4%	0.0%	35.3%	21.1%	--	5.9%	8.9%	66.3%
Faculty of Science	23.0%	44.0%	52.3%	0.8%	1.4%	60.5%	46.7%	21.1%	--	1.6%	8.9%	18.0%
Odette School of Business	29.6%	44.0%	67.3%	1.9%	1.4%	--	61.1%	21.1%	--	11.1%	8.9%	--
Libraries	70.8%	81.4%	87.0%	0.0%	2.4%	0.0%	16.7%	11.4%	--	12.5%	8.9%	--
Ancillary Academic Staff	59.7%	54.3%	--	4.5%	1.3%	--	22.4%	36.2%	61.9%	14.9%	8.9%	--
Sessional Lecturers	44.0%	54.3%	81.0%	0.0%	1.3%	0.0%	12.0%	36.2%	33.1%	8.0%	8.9%	89.9%
Sessional Instructors	57.3%	54.3%	--	0.7%	1.3%	53.8%	14.9%	36.2%	41.2%	3.7%	8.9%	41.6%

Designated Group Profile – Academic Units (Faculty)
 (includes all lecturers, assistant professors, associate professors, and full professors;
 excludes deans, associate deans, assistant deans and senior admin positions)



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 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 Nursing
 - 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
 - Odette School of Business

University Professors (NOC 4011) (by Faculty highlighted in green)

- 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 in the Faculty of Human Kinetics.

- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Faculty of Nursing
 - Faculty of Science

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

- The workforce representation for women in Libraries is 70.8% compared to the external labour market availability of 81.4%. The representation of women is underrepresented at 87.0%.
- Women meet representation for Ancillary Academic Staff and are underrepresented at 81.0% severity ratio 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 Libraries meet representation for persons with disabilities. Lastly, persons with disabilities are slightly underrepresented in the Sessional Lecturers category.

Designated Group Profile – Departmentalized Academic Units (FAHSS)

(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 – DEPARTMENTALIZED ACADEMIC UNITS - FAHSS				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Communication, Media & Film	Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
English & Creative Writing	Meets Representation	Meets Representation	Significant Underrepresentation	Meets Representation
History	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Interdisciplinary and Critical Studies	Meets Representation	Meets Representation	Meets Representation	Meets Representation
Languages, Literatures & Cultures	Underrepresentation	Significant Underrepresentation	Meets Representation	Meets Representation
Philosophy	Significant Underrepresentation	Meets Representation	Significant Underrepresentation	Meets Representation
Political Science	Significant Underrepresentation	Meets Representation	Significant Underrepresentation	Significant Underrepresentation
Psychology	Meets Representation	Meets Representation	Significant Underrepresentation	Meets Representation
School of Creative Arts	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
School of Dramatic Art	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
School of Social Work	Meets Representation	Meets Representation	Meets Representation	Meets Representation
Sociology & Criminology	Underrepresentation	Significant Underrepresentation	Meets Representation	Meets Representation

The chart above gives a further breakdown of the Departmentalized Academic Units by University Professors (NOC 4011) per the following:

- Women meet representation in the following Academic Departments:
 - English & Creative Writing
 - Interdisciplinary and Critical Studies
 - Psychology
 - School of Creative Arts
 - School of Dramatic Art
 - School of Social Work
- Indigenous/Aboriginal peoples meet representation in the following Academic Departments:
 - English and Creative Writing
 - Interdisciplinary and Critical Studies
 - Philosophy
 - Political Science
 - Psychology
 - School of Social Work
- Racialized People/Visible minorities meet representation in the following Academic Departments:
 - History
 - Interdisciplinary and Critical Studies
 - Languages, Literatures & Cultures
 - School of Social Work
 - Sociology & Criminology
- Persons with disabilities meet representation in the following Academic Departments:
 - Communication, Media, and Film
 - English and Creative Writing
 - Interdisciplinary and Critical Studies
 - Language, Literatures & Cultures
 - Philosophy
 - Psychology
 - School of Creative Arts
 - School of Dramatic Art
 - School of Social Work
 - Sociology & Criminology
- Women who are underrepresented, however, are considered not significant per the severity ratio in the following:
 - Communication, Media, and Film
 - Languages, Literatures & Cultures
 - Sociology & Criminology
- There is no underrepresentation that falls within the range of ‘not significant’ per the severity ratio for Indigenous/Aboriginal Peoples.
- There is no underrepresentation that falls within the range of ‘not significant’ per the severity ratio for Racialized People/Visible Minorities.

- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Persons with disabilities.
- Women that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - History
 - Philosophy
 - Political Science
- Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Communication, Media, and Film
 - History
 - Languages, Literatures, & Cultures
 - School of Creative Arts
 - School of Dramatic Art
 - Sociology & Criminology
- Racialized People/Visible minorities that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Communication, Media, and Film
 - English and Creative Writing
 - Philosophy
 - Political Science
 - Psychology
 - School of Creative Arts
 - School of Dramatic Art
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - History
 - Political Science

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

(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 of Engineering				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Civil & Environmental Engineering	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Meets Representation
Electrical & Computer Engineering	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Mechanical, Automotive & Materials Engineering	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation

The chart above gives a further breakdown of the Departmentalized Academic Units by University Professors (NOC 4011) per the following:

- There are no Women who meet representation in the Faculty of Engineering.
- There are no Indigenous/Aboriginal peoples that meet representation in the Faculty of Engineering.
- Racialized People/Visible minorities meet representation in the following Academic Departments:
 - Civil and Environmental Engineering
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering
- Persons with disabilities meet representation in the department of Civil & Environmental Engineering.

- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Women.
- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Indigenous/Aboriginal Peoples.
- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Racialized People/Visible Minorities.
- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Persons with disabilities.

- Women that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Civil and Environmental Engineering
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering
- Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Civil and Environmental Engineering
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering
- There are no Racialized People/Visible minorities that are significantly underrepresented in the Faculty of Engineering.
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Electrical and Computer Engineering
 - Mechanical, Automotive, and Materials Engineering

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

(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 of Science				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Biomedical Sciences	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Chemistry & Biochemistry	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Economics	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Integrative Biology	Meets Representation	Meets Representation	Significant Underrepresentation	Significant Underrepresentation
Mathematics & Statistics	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Physics	Underrepresentation	Significant Underrepresentation	Meets Representation	Meets Representation
School of Computer Science	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
School of the Environment	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation

The chart above gives a further breakdown of the Departmentalized Academic Units by University Professors (NOC 4011) per the following:

- Women meets representation in the department of Integrative Biology.
- Indigenous/Aboriginal peoples meet representation in the department of Integrative Biology.
- Racialized People/Visible minorities meet representation in the following:
 - Biomedical Sciences
 - Chemistry and Biochemistry
 - Economics
 - Mathematics and Statistics
 - Physics
 - School of Computer Science
 - School of the Environment
- Persons with disabilities meet representation in the department of Physics.

- Women are underrepresented, however, are not considered significant per the severity ratio in the department of Physics.
- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Indigenous/Aboriginal Peoples.
- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Racialized People/Visible Minorities.
- There is no underrepresentation that falls within the range of 'not significant' per the severity ratio for Persons with disabilities.

- Women that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - Biomedical Sciences
 - Chemistry and Biochemistry
 - Economics
 - Mathematics and Statistics
 - School of Computer Science
 - School of the Environment
- Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units:
 - 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 in the department of Integrative Biology.
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units:

- Biomedical Sciences
- Chemistry and Biochemistry
- Economics
- Integrative Biology
- Mathematics and Statistics
- School of Computer Science
- School of the Environment

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

(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 – NON-ACADEMIC UNITS				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Alumni Affairs and Donor Communications	Meets Representation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Athletics and Recreational Services	Significant Underrepresentation	Meets Representation	Significant Underrepresentation	Significant Underrepresentation
Budgets and Financial Services	Meets Representation	Meets Representation	Underrepresentation	Significant Underrepresentation
Campus Community Police	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Career Development and Experiential Learning	Meets Representation	Significant Underrepresentation	Meets Representation	Meets Representation
Centre for English Language Development	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
Co-operative Education and Workplace Partnerships	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Facility Services	Significant Underrepresentation	Meets Representation	Significant Underrepresentation	Meets Representation
Financial Accounting and Reporting	Meets Representation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation

Designated Group Employment Equity Data Profile – Non-Academic Units (Staff) 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 – NON-ACADEMIC UNITS				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
Human Resources	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
Office of Human Rights, Equity and Accessibility	Meets Representation	Significant Underrepresentation	Meets Representation	Meets Representation
I.T. Services	Significant Underrepresentation	Significant Underrepresentation	Meets Representation	Underrepresentation
Institutional Analysis	Meets Representation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
International Student Centre	Meets Representation	Significant Underrepresentation	Meets Representation	Meets Representation
Public Affairs and Communication	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
Office of the Registrar	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Residence Services	Meets Representation	Significant Underrepresentation	Meets Representation	Significant Underrepresentation
Student Accessibility Services	Meets Representation	Significant Underrepresentation	Meets Representation	Meets Representation
Student Health, Counselling and Wellness Services	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Office of Enrolment Management	Meets Representation	Meets Representation	Significant Underrepresentation	Meets Representation

Designated Group Employment Equity Data Profile – Non-Academic Units (Staff) 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 – NON-ACADEMIC UNITS				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
University Secretariat	Meets Representation	Meets Representation	Significant Underrepresentation	Significant Underrepresentation
Research and Innovation	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Meets Representation
Office of Student Experience	Meets Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation

The tables above give another breakdown of the representation in Non-Academic Units (Staff). What follows are the summaries of that content by representation.

As explained at the beginning of the report under “Gap, Severity Grap, and Significant Underrepresentation,” 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.

- $\geq 100\%$: Meets Representation: when members of a designated group(s) are equal to or greater than one hundred (100) percent of the external representation (2016 Census/CSD 2017)
- 80% - 100%: Under-Representation: when members of a designated group(s) are fewer than one hundred (100) percent, but greater than eighty (80) percent of the external representation (2016 Census/CSD 2017); the under-representation is not deemed to be significant
- $< 80\%$: Significant Under-Representation: In accordance with the Federal Contractors Program under the Employment Equity Act, underrepresentation is significant and must be addressed when members of a designated group(s) are fewer than eighty (80) percent of the external representation (2016 Census/CSD 2017)

Non-Academic Units (Staff)

- Women meet representation in the following Non-Academic Units (Staff):
 - Alumni Affairs and Donor Communications
 - Budgets and Financial Services
 - 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
 - Institutional Analysis
 - International Student Centre
 - Public Affairs and Communications
 - Office of the Registrar
 - Residence Services
 - Student Accessibility Services
 - Student Health, Counselling, and Wellness Services
 - Office of Enrolment Management
 - University Secretariat
 - Research and Innovation
 - Office of Student Experience
- Indigenous/Aboriginal peoples meet representation in the following Non-Academic Units (Staff):
 - Athletics and Recreational Services
 - Budgets and Financial Services
 - Facility Services
 - Office of Enrolment Management
 - University Secretariat

- Racialized People/Visible minorities meet representation in the following Non-Academic Units (Staff):
 - Alumni Affairs and Donor Communications
 - Career Development and Experiential Learning
 - Office of Human Rights, Equity and Accessibility
 - I.T. Services
 - Institutional Analysis
 - International Student Centre
 - Residence Services
 - Student Accessibility Services
- Persons with disabilities meet representation in the following Non-Academic Units (Staff):
 - Career Development and Experiential Learning
 - Centre for English Language Development
 - Facility Services
 - Human Resources
 - Office of Human Rights, Equity and Accessibility
 - International Student Centre
 - Public Affairs and Communication
 - Student Accessibility Services
 - Office of Enrolment Management
 - Research and Innovation

Non-Academic Units (Staff)

- There is no underrepresentation that falls within the range of 'not significant' for the severity ratio for Women.
- There is no underrepresentation that falls within the range of 'not significant' for the severity ratio for Indigenous/Aboriginal Peoples.
- Racialized People/Visible Minorities are underrepresented, however, are in the range of not significant per the severity ratio in the following Non-Academic Units (Staff):
 - Budgets and Financial Services
 - Financial Account and Reporting
- Persons with disabilities are underrepresented, however, are in the range of not significant per the severity ratio in I.T. Services.

Non-Academic Units (Staff)

- Women are significantly underrepresented (including 0.0%) in the following Non-Academic Units (Staff):
 - Athletics and Recreational Services
 - Campus Community Police
 - Facility Services
 - I.T. Services
- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) in the following Non-Academic Units (Staff):
 - Alumni Affairs and Donor Communications
 - Campus Community Police
 - 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
- Public Affairs and Communications
- Office of the Registrar
- Residence Services
- Student Accessibility Services
- Student Health, Counselling, and Wellness Services
- Research and Innovation
- Office of Student Experience
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) in the following Non-Academic Units (Staff):
 - Athletics and Recreational Services
 - Campus Community Police
 - Centre for English Language Development
 - Co-operative Education and Workplace Partnerships
 - Facility Services
 - Human Resources
 - Public Affairs and Communication
 - Office of the Registrar
 - Student Health, Counselling, and Wellness Services
 - Office of Enrolment Management
 - University Secretariat
 - Research and Innovation
 - Office of Student Experience
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Non-Academic Units (Staff):
 - Alumni Affairs and Donor Communications
 - Athletics and Recreational Services
 - Budgets and Financial Services
 - Campus Community Police
 - Co-operative Education and Workplace Partnerships
 - Financial Accounting and Reporting
 - 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 –Affiliation Groups

(includes executives and senior leadership, 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 who have worked more than 12 weeks)

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

Designated Group Profiles –Affiliation Groups

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 (maintenance, housekeeping, and grounds).
- CUPE 1001 Part-Time (maintenance, housekeeping, and grounds).
- CUPE 1393 (skilled trades and technical staff).
- Managerial & Professionals (some directors, managers, non-union professionals, etc.).
- Executives (executives and senior leadership).

Affiliation Groups Representation

- Women meet representation in the following 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 Affiliation Groups:
 - Unifor 2458 Part Time
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
- Racialized People/Visible minorities meet representation in the following Affiliation Groups:
 - Unifor 2458 Part Time
 - Executives
- Persons with disabilities meet representation in the following Affiliation Groups:
 - Unifor 2458 Part Time
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
 - Executives

Affiliation Groups Underrepresentation

- There is no underrepresentation that falls within the range of 'not significant' for the severity ratio for Women.
- Indigenous/Aboriginal Peoples are underrepresented, however, not are in the range of significant per the severity ratio, in the affiliation group of Managerial & Professionals.
- Racialized People/Visible Minorities are underrepresented, however, not are in the range of significant per the severity ratio, in the affiliation group of CUPE 1393.
- Persons with disabilities are underrepresented, however, not are in the range of significant per the severity ratio, in the affiliation group:
 - Unifor 444

- Unifor 2458 Full Time
 - CUPE 1393
- Women are significantly underrepresented (including 0.0%) in the following affiliation groups:
 - Unifor 444
 - Unifor 2458 Engineers
 - CUPE 1001 Full Time
- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) in the following affiliation groups:
 - Unifor 444
 - Unifor 2458 Full Time
 - Unifor 2458 Engineers
 - CUPE 1393
 - Executives
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) in the following affiliation groups:
 - Unifor 444
 - Unifor 2458 Full Time
 - Unifor 2458 Engineers
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
 - Managerial & Professionals
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following affiliation groups:
 - Unifor 2458 Engineers
 - Managerial & Professionals

Action Plans and Timelines in 2023

Outlined below are action plans and timelines for 2023. 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 2023. Any items that are in progress will be carried over to next year and will be updated on the Employment Equity Annual Report 2024.

Goal	Action Plan	Responsibility	Timeframe	Status Update
EE Data Management				
Update data on the Workplace Equity Information Management System (WEIMS)	Populate WEIMS data in 2022	OHREA, ITS	Winter 2023	Done
EE STRUCTURE				
Review EE Related Committees	Review/Revise Terms of Reference for the EECC Recruiting and Attracting Subcommittee	EECC R&A, OHREA	Fall 2022-Spring 2023	Done
	Review/Revise Terms of Reference for the EECC Inclusion and Retention Subcommittee	EECC I&R, OHREA	Fall 2022-Spring 2023	Done
	Review/Revise Terms of Reference for the EECC Training and Education Subcommittee	EECC T&E, OHREA	Fall 2022-Spring 2023	Done
Support and Reinforcing of Employment Equity/Procedures Assessors (EE/PA) System	Review/Revise EE/PA list and recruiting progress	OHREA, WUFA, OP	Fall 2023	Done
REPORTING				
Employment Equity Annual Report	Complete the Employment Equity 2022 Annual Report	OHREA	Winter-Summer 2023	Done
	Upload Employment Equity 2022 Annual Report to OHREA website	OHREA	Fall 2023	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
COMMUNICATION				
uGrow Employee Leadership Campaign	Develop website for uGrow campaign	OHREA, PAC	Fall 2022-Spring2023	Done
	Launch uGrow campaign	OHREA, PAC	Spring 2023	Done
PROFESSIONAL DEVELOPMENT				
EE Training with focus on EE/PAs	EE Training Luncheon for EE/PAs and others involved in hiring (invitations to applicable University community personnel)	OHREA, PCEE, OP	Winter & Fall 2023	Done
EE Lunch and Learn Series <u>Note:</u> This is a carry-over from the previous EE Multi-Year Plan	Create Lunch & Learn series with topics related to Equity, Diversity and Inclusion	OHREA, EECC T&E Sub.	Fall 2023	Done
	Develop Online Registration (Django Admin) with ITS to register for Lunch & Learn series	OHREA, ITS	Fall 2023	Done
	Advertise and promote Lunch & Learn series throughout various units (faculty, librarian, staff)	OHREA	Fall 2023	Done
	Host Lunch & Learn	OHREA	Fall 2023 Winter 2024	Done
Pride at Work Canada	2hr free consultation – develop two workshops (student and employee)	EECC T&E, OHREA, HR, CTL, OOL	Fall 2022-Summer 2023	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 2023	Done

Employment Equity Spotlight for 2023

Black Studies Institute and Black Scholars Hiring Initiative

The University announced its inaugural Black Studies Institute⁸ (BSI) at the end of 2022. The establishment of the BSI was a “crucial part of fulfilling the University’s Strategic Mandate Agreement” (SMA). One of the many action items of the BSI is to build and support programs in Black Studies within the newly created Interdisciplinary and Critical Studies academic unit.

The BSI launched a “recruitment effort to hire 12 Black Scholars to enhance research, creative, and scholarly work, and community collaboration” by 2023. The formal name of this initiative was the Black Scholars Hiring Initiative⁹. The purpose of this initiative was to increase the number of Black faculty and librarian members from across all academic areas of the University. There was consultation with the Senate and the Anti-Black Racism taskforce. There was also the establishment of a Working Group that was tasked with providing advice on the framework for the Black Scholars Hiring Initiative and considering any process-related matters on the implementation of the framework. At the end of 2023, the University was able to successfully hire 13 Black Scholars from a wide range of disciplines.

Pride at Work Canada: Workshop Sessions

The University renewed its membership for another year. Pride at Work Canada offers a wide range of services for employees, including lunch and learn webinars, facilitated discussions, and workshops, as well as practical tools and frameworks to help adopt a strategic approach to drive strategy forward. This resource is open to all University students, staff, and faculty. www.prideatwork.ca

One of the benefits of being a member is receiving 2 hours of free training sessions. The University utilized the hours as follows:

On May 3, 2023, Pride at Work Canada facilitated a workshop session on the topic of “Diversity 101 – Inclusive Language for 2SLGBTQIA+ Inclusion”. As per the EECC Training and Education Lunch and Learn workshop website, the session focused on the:

belief that everyone—from the leader of the organization to the new hire — must strive to create welcoming and supportive workplaces for all staff and individuals. This can span a lot of areas—for example, feeling more included at work because there’s someone in leadership that looks like you—but you can start with simple practices that increase psychological safety. Using inclusive language is one of the most simple ways to start. This ensures that everyone can bring their whole authentic self to work, understand how to use inclusive terminologies, and cope with 'uncomfortable' conversations that are also important to discuss.

On July 25, 2023, Pride at Work Canada facilitated a workshop session on the topic of “Making Meaningful Connections: Effective Communication for 2SLGBTQIA+ Inclusion”. As per the EECC Training and Education Lunch and Learn workshop website, the session focused on how:

⁸ <https://www.uwindsor.ca/blackstudies/>

⁹ <https://www.uwindsor.ca/antiblackracism/318/progress-where-we-are>

including 2SLGBTQIA+ employees has gone from moral courage to a business imperative. People can't tell someone's sexual orientation or gender identity by looking at them, so the language we use to describe our identities has always been important and somewhat complex. Even those who identify as members of the 2SLGBTQIA+ community can lose track of the most current and appropriate terms as well as how to use them in various workplace situations. The Learning Goals were:

- Inclusive workplace communications around gender expression, gender identity, and sexual orientation
- What to do when you make a mistake
- How to act in allyship with 2SLGBTQIA+ communities

Employment Equity: Lunch and Learn Series 2023-2024

The EECC Training and Education Subcommittee, within the Office of Human Rights, Equity, and Accessibility (OHREA), developed a Lunch and Learn Series during the 2023-2024 year. These sessions covered topics related to Employment Equity. There were three sessions offered. The first session was offered in the Fall term on the topic of “Indigenous Knowledge Systems: A Foundation for Holistic Education”. The facilitator for this session was Abby Carpenter (temporary Assistant to the Senior Advisor to the President on Indigenous Relations and Outreach). The second session was offered in the Winter term on the topic of “Understanding Pronouns”. The facilitators of this session were Fei Qin (student) and Patti Weir (Dean of Graduate Studies). The final session was offered in the Spring term on the topic of “Navigating Human Rights and Accommodations”. The facilitators of this session were Cherie Gagnon, Accessibility Manager (OHREA), and Allison Sibley, Workplace Accommodation Specialist (Human Resources). The link to the OHREA Events and Workshops can be found at <https://www.uwindsor.ca/ohrea/230/events-and-workshops>.

Working Group: Gender Identity, Gender Expression, Names and Pronouns Initiative

For over 10 years, OHREA has worked closely with the Department of Information Technology Services (ITS) on numerous projects and initiatives related to employment equity, diversity, and inclusion. This included the development of the “UWindsor Handbook for Employment Equity Reporting” prepared by a Project Consultant from ITS. There has been a tremendous amount of work in enhancing employment equity through the Workplace Equity Information Management System (WEIMS), the Diversity & Equity Assessment & Planning (DEAP) Tool, the Employment Equity Self-Identification Survey, Pronouns Project (specifically on the human resources information system), and more.

In addition to the work that has been done, a Working Group was established in the summer of 2023 regarding gender identity/expression, names, and pronouns. The purpose of the working group is to provide a broad and diverse perspective from units/committees within the Office of Human Rights, Equity, and Accessibility, Information Technology Services, Office of the Vice-President, People, Equity, & Inclusion, UWinPride, Registrars, and Human Resources, on the continued development and implementation of initiatives relating to gender identity, gender expression, names, and pronouns.

Beyond Diversity Training & Courageous Conversations About Race

This in-person workshop¹⁰ was introduced to the University in May 2022. The workshop aims to “build community, launch innovation, and navigate the predictable pitfalls in interracial, multi-cultural conversations about race.” There were close to 80 employees in attendance. Because of the workshop's positive feedback and

¹⁰ <https://www.uwindsor.ca/dailynews/2023-11-17/diversity-workshop-part-courageous-conversations-about-race>

powerful impact, it was brought back to the University and delivered in December 2023. The workshop “helps leaders, employees, and organizations understand the impact of race on their lives, their work, and their overall growth.” This workshop highlights the “protocol for discussing race in ways that are productive, insightful, and generative.”

The workshop was presented by the Courageous Conversation and sponsored by the Office of Human Rights, Equity, and Accessibility (OHREA) in collaboration with the Centre for Teaching and Learning (CTL).

Office of the Vice-President, People, Equity, & Inclusion

Effective July 2023 the Office of the Vice-President, Equity, Diversity, and Inclusion was changed to the Office of the Vice-President, People, Equity, and Inclusion. In addition to the department name change, a Vice-President, People, Equity, and Inclusion (VP, PE&I) was selected for a permanent five-year appointment, where previously the position was held on an interim basis.

Areas that report to the Office of the Vice-President, People, Equity, & Inclusion include:

- Anti-Racism Organizational Change
- Department of Human Resources
- Office of Human Rights, Equity, and Accessibility (OHREA)
- Office of Student Rights and Responsibilities
- Organizational and Leadership Development

Conclusion

In conclusion, employment equity continues to be an important focus when fostering inclusiveness and diverse workplaces. Many initiatives, strategic planning, and institutional goals are aligned with employment equity principles. Across campus, the University community is committed to breaking down barriers and promoting equity, diversity, and inclusion. As the University moves forward, it is crucial to continuously champion these principles, fostering an environment where every employee can thrive in their workplace, and collectively contribute to the advancement of a more equitable and just society.