



University
of Windsor

Employment Equity Annual Report 2014



Office of Human Rights, Equity &
Accessibility (OHREA)

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Introduction

The University of Windsor is a diverse and inclusive community that is committed to employment equity in its policies, practices and programs. In addition, equity, diversity and inclusion is supported in its teaching, learning, researching and working environments. It continues to strive to achieve equity within its workforce so that no person is denied employment or educational opportunities for reasons unrelated to ability.

Last year, on June 27, 2013, the Federal Contractors Program implemented changes to its program. One of the changes was an increase in the contract threshold to \$1,000,000 from the previous threshold of \$200,000.¹ As a result, the University of Windsor is no longer a signatory to the Federal Contractors Program (FCP). However, the University is committed to remaining compliant with key aspects of the FCP. By being 'FCP ready', the University will be eligible to bid on certain contracts and if awarded, the University would then be subject to the FCP and required to fulfill the FCP requirements.² Also, there are some federal departments who still operate under the \$200,000 threshold. As part of the FCP commitment, the University continues to submit an annual employment equity report detailing the workforce analysis.

There are four federally designated groups: women, Aboriginal peoples, visible minorities and persons with disabilities. The University of Windsor has included sexual/gender minorities as a fifth designated group. However, it is not currently reported in the annual employment equity report as there is no available external data providing an external comparator to identify where gaps and underrepresentation may be present. Therefore, there is an inability to perform a workforce analysis for this designated group.

This employment equity annual report presents data on the overall representation of employees that have self-identified at the University of Windsor in each designated group as of December 2014. This also includes any status changes experienced since December 31, 2013.

¹ <https://buyandsell.gc.ca/policy-and-guidelines/policy-notifications/PN-50R1>

² <https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html>

Workforce Representation

The workforce representation quantifies the representation of the four federally designated group members (women, Aboriginal peoples, visible minorities and persons with disabilities) by comparing the University of Windsor internal representation to the external workforce labour market availability pool. This comparison then helps to identify where underrepresentation and gaps may be present.

Following the guidelines of the Federal Contractors Program (FCP)³, the University of Windsor internal representation is the collection of data comprised of the following:

- permanent full time employees
- permanent part time employees
- temporary limited term appointments that are greater than 12 weeks
- all sessional instructors are included
- student employments are not included

The University of Windsor internal representation data used to determine the workforce analysis is derived from the following two sources:

- The University of Windsor Employment Equity Workforce Census data in 2006 and 2013
- The University of Windsor internal self-identification Employment Equity Survey that is completed by newly hired staff and faculty. Individuals can also change/update their self-identification status at any time.

The Data

The University of Windsor internal self-identification Employment Equity Survey is used for the purpose of developing and delivering initiatives to promote fairness and equity at the University.⁴ The University collects confidential employment equity data through the voluntary self-identification employment equity survey, which is available on-line and in hard copy. The survey invites the University employees to voluntarily indicate whether they are a member of an employment equity designated group. As per the FCP, an employee may self-identify as being a member of more than one designated group. While completion of the employment equity survey is voluntary, the submission of the employment equity survey is required.

³ <https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html>

⁴ <http://www.uwindsor.ca/ohrea/56/employment-equity-survey>

The data collected on three of the four employment equity designated groups: Aboriginal peoples, visible minorities, and persons with disabilities, is extracted from the University of Windsor Employment Equity Survey. As previously stated, it is based solely on voluntary completion of the employment equity survey. However, the information on women is extracted from the University of Windsor's Human Resources Information System (HRIS). Consequently, the data and workforce analysis on the representation of women at the University can be considered highly accurate. It is important to note that the HRIS does not currently collect and store data on gender identity beyond the options of female and male.

The external workforce labour market availability estimates for three of the four employment equity designated groups (women, Aboriginal peoples and visible minorities) is derived from the Government of Canada's Labour Program. The statistics are collected from Statistics Canada, which conducts a nationwide census every five years⁵. The data release of the census typically occurs approximately 2-3 years after the census is conducted. In 2011, the census was replaced by a National Household Survey (NHS)⁶. The data release from the 2011 NHS occurred in 2013. The 2011 NHS estimates are used as the external comparator for this report and were also used in the Employment Equity Census 2013 Report.

For the designated group persons with disabilities, data are collected by Statistics Canada and estimates are derived from the Labour Program. Previously, the external estimates were obtained from the 2006 Participation and Activity Limitation Survey (PALS). In 2012, PALS was replaced with the Canadian Survey on Disability (CSD)⁷. The 2012 CSD are used as the external comparator for this report and were also used in the Employment Equity Census 2013 report.

⁵ <http://www12.statcan.gc.ca/census-recensement/index-eng.cfm>

⁶ <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E>

⁷ <http://www5.statcan.gc.ca/olc-cel/olc.action?objId=89-654-X&objType=2&lang=en&limit=0>

Definitions

Employment Equity Occupational Group (EEOG)

Federally regulated private sector employers, federal contractors under the Federal Contractors Program as well as separate employers are required, for the purpose of reporting, to aggregate the different National Occupational Classification (NOC) codes that they have assigned to the occupations that exist within their organization into 14 EEOGs, as specified by the Employment Equity Regulations.

EEOGs are job categories arranged in a hierarchal fashion based on groupings of NOC codes created by Statistics Canada. The two major attributes of jobs which were used as classification criteria in developing the NOC were skill level and skill type. Other factors, such as industry and occupational mobility, were also taken into consideration. Skill level is generally defined as the amount and type of education and training required to enter and perform the duties of an occupation. In determining skill level, the experience required for entry and the complexity and responsibilities typical of an occupation were also considered in relation to other occupations. Skill type is defined according to the nature and scope of duties and responsibilities, education, type of work and specific vocational preparation.

Grouping NOC codes by EEOGs allows employers to track the movement of designated group members over time from one department to another as well as from one hierarchical level of the organization to another.

(EEOG definition sourced: <https://www.canada.ca/en/employment-social-development/services/employment-equity/tools/technical.html>)

Internal Representation

This is the percentage of the internal representation of employees that have self-identified at the University of Windsor as of December 2014.

Labour Market Availability

This is the percentage of the external representation of individuals in the Canadian labour workforce. The information is provided according to the geographic areas of National (Canada), Provincial (Ontario) and the Census Metropolitan Area or CMA (Windsor).

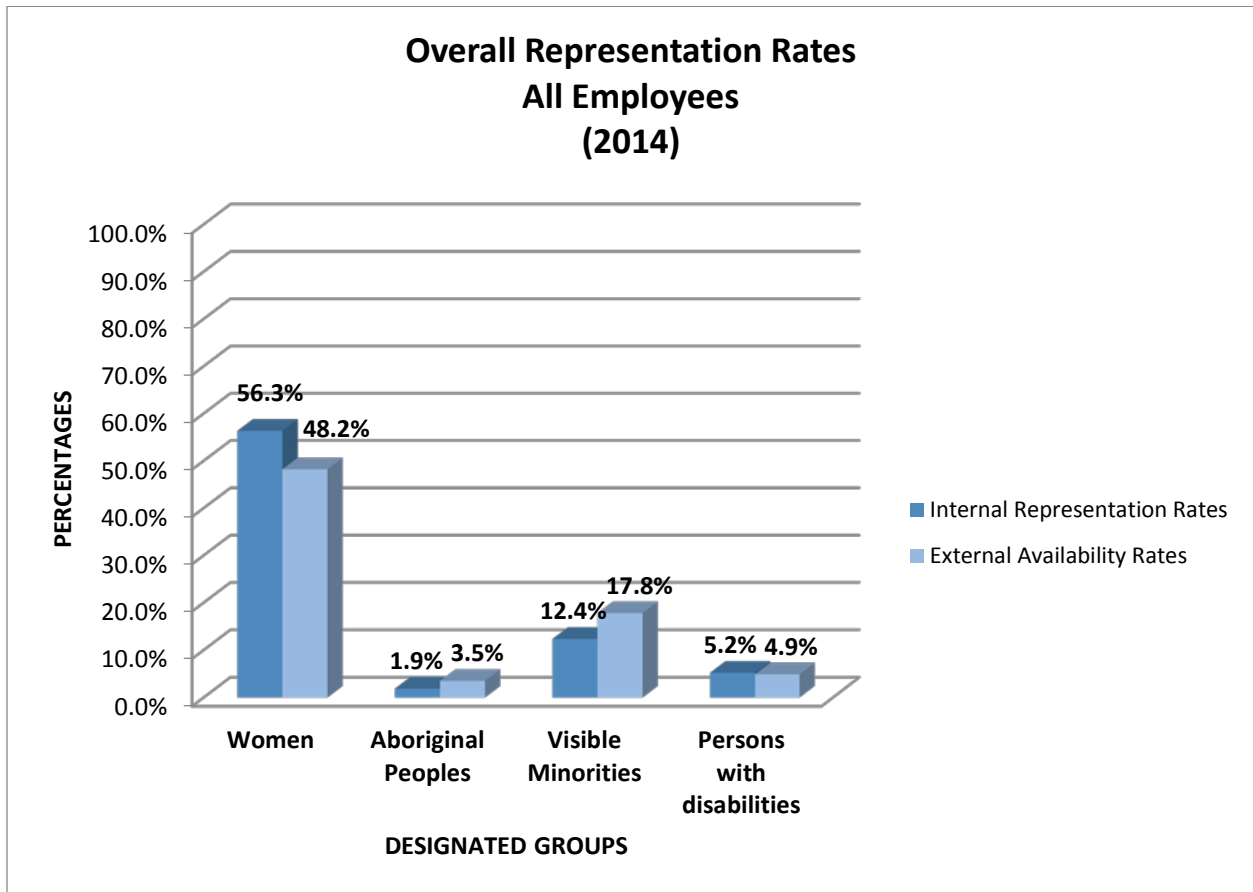
Gap

The difference between internal representation among University employees that have self-identified and the external representation of individuals in the workforce available through Statistics Canada. Gaps in representation happen when the internal representation is less than the external labour market availability in a particular EEOG and employment equity designated group, resulting in a negative number.

Severity Ratio

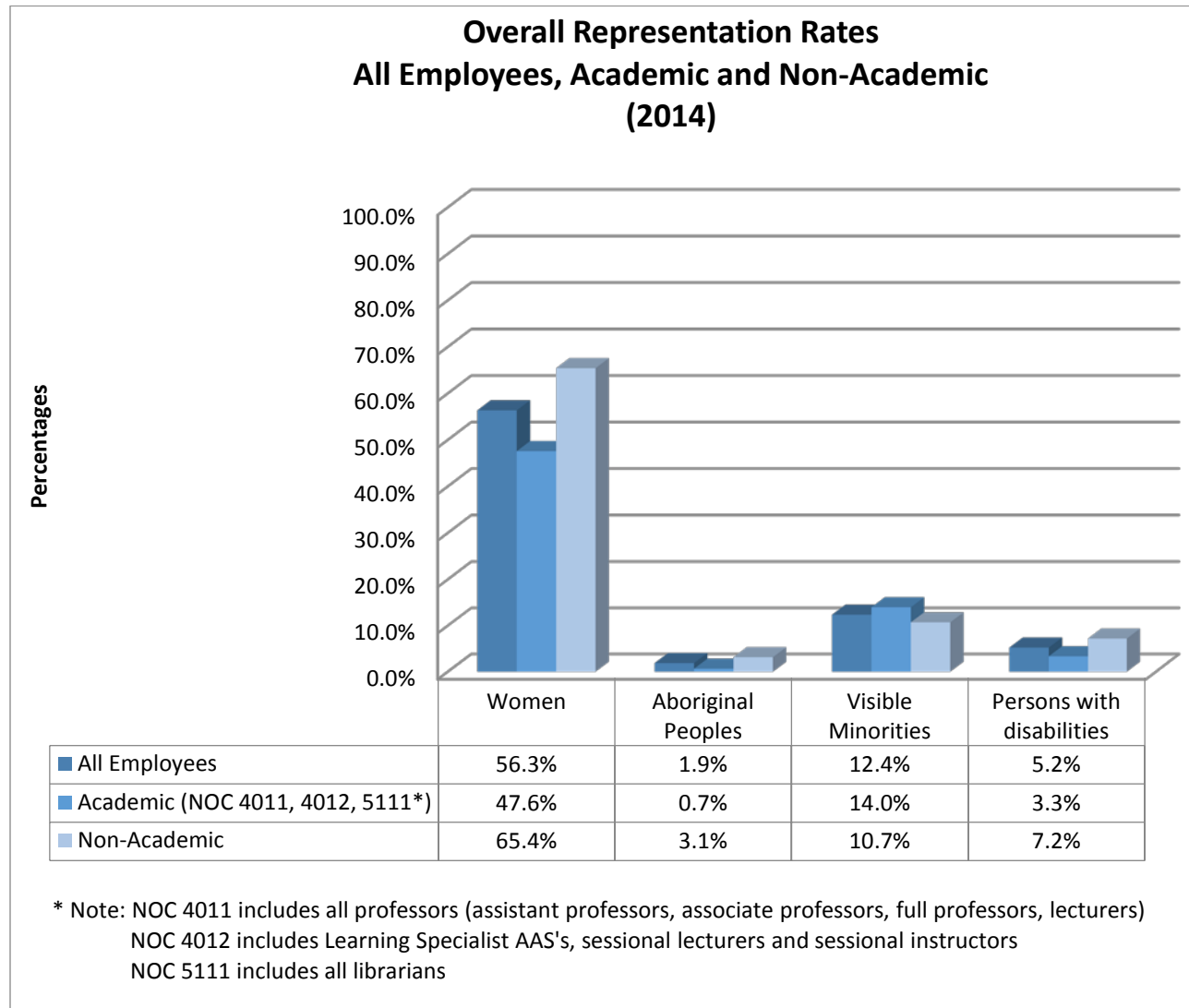
When a gap and underrepresentation is identified, a severity ratio is measured by calculating a percentage of how close the employment equity designated group is to full representation in a particular occupation. Where the rate is 80% to 100%, the less severe the underrepresentation. Where the rate is less than 80%, underrepresentation is considered to be significant.

Overall Designated Group Profile (2014)



- Women comprise 56.3% of the internal representation compared to the 48.2% NHS external workforce representation
- Aboriginal peoples comprise 1.9% of the internal representation compared to the 3.5% NHS external workforce representation
- Visible minorities comprise 12.4% of the internal representation compared to the 17.8% NHS external workforce representation
- Persons with disabilities comprise 5.2% of the internal representation compared to the 4.9% CSD external workforce representation

Overall Representation Rates – All Employees, Academic and Non-Academic (2014)



- Women comprise a total of 56.3% with the Academic population showing 47.6% and Non-Academic population showing 65.4%
- Aboriginal peoples comprise a total of 1.9% with the Academic population showing 0.7% and Non-Academic population showing 3.1%
- Visible minorities comprise a total of 12.4% with the Academic population showing 14.0% and Non-Academic population showing 10.7%
- Persons with disabilities comprise a total of 5.2% with the Academic population showing 3.3% and Non-Academic population showing 7.2%

Distribution of Employees (2014) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	17	41.2%	0.0%	17.6%	11.8%
02: Middle and Other Managers	104	51.9%	1.0%	12.5%	3.8%
03: Professionals	1643	50.3%	0.9%	13.8%	3.6%
<i>4011: University Professors*</i>	473	36.6%	0.6%	25.2%	5.1%
04: Semi-Professionals	151	47.7%	3.3%	8.6%	8.6%
05: Supervisors	42	64.3%	2.4%	2.4%	4.8%
06: Supervisors: Crafts and Trades	3	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	249	94.8%	1.2%	9.6%	6.4%
08: Skilled Sales and Service Personnel	19	63.2%	10.5%	15.8%	15.8%
09: Skilled Crafts and Trades Workers	40	0.0%	2.5%	0.0%	10.0%
10: Clerical Personnel	102	82.4%	1.0%	4.9%	5.9%
11: Intermediate Sales and Service Personnel	27	85.2%	0.0%	3.7%	3.7%
12: Semi-Skilled Manual Workers	3	33.3%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	302	62.3%	6.6%	14.2%	9.9%
14: Other Manual Workers	15	6.7%	13.3%	20.0%	13.3%
Total (EEOG 01-14)	2717	56.3%	1.9%	12.4%	5.2%

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

Distribution of Employees (2014) by Designated Groups and EEOGs

Designated Group: Women

- The highest percentage of women is found in the Employment Equity Occupational Group (EEOG) 07: Administrative and Senior Clerical at 94.8%.
- The lowest percentage (excluding 0.0%) of women is found in the EEOG 14: Other Manual Workers at 6.7%.
- 0.0% percentage is found in the following EEOGs:
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 09: Skilled Crafts and Trades Workers

Designated Group: Aboriginal Peoples

- The highest percentage of Aboriginal peoples is found in the EEOG 14: Other Manual Workers at 13.3%.
- The lowest percentage (excluding 0.0%) of Aboriginal peoples is found in the EEOG 03: Professionals at 0.9%.
- 0.0% percentage is found in the following EEOGs
 - EEOG 01: Senior Managers
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 11: Intermediate Sales and Service Personnel
 - EEOG 12: Semi-Skilled Manual Workers

Designated Group: Visible Minorities

- The highest percentage of visible minorities is found in the EEOG 14: Other Manual Workers at 20.0%.
- The lowest percentage (excluding 0.0%) of visible minorities is found in the EEOG 05: Supervisors at 2.4%.
- 0.0% percentage is found in the following EEOGs:
 - 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 08: Skilled Sales and Service Personnel at 15.8%
- The lowest percentage (excluding 0.0%) of persons with disabilities is found in the EEOG 03: Professionals at 3.6%
- 0.0% percentage is found in the following EEOGs:
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 12: Semi-Skilled Manual Workers

Women – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	41.2%	27.4%	2	-	National
02: Middle and Other Managers	51.9%	38.9%	14	-	National
03: Professionals	50.3%	53.8%	-58	93.4%	National
<i>4011: University Professors*</i>	<i>36.6%</i>	<i>43.3%</i>	<i>-32</i>	<i>84.5%</i>	<i>National</i>
04: Semi-Professionals	47.7%	34.4%	20	-	Provincial
05: Supervisors	64.3%	54.3%	4	-	Windsor
06: Supervisors: Crafts and Trades	0.0%	12.7%	0	0.0%	Provincial
07: Administrative and Senior Clerical	94.8%	82.8%	30	-	Windsor
08: Skilled Sales and Service Personnel	63.2%	34.5%	5	-	Provincial
09: Skilled Crafts and Trades Workers	0.0%	3.9%	-2	0.0%	Provincial
10: Clerical Personnel	82.4%	69.7%	13	-	Windsor
11: Intermediate Sales and Service Personnel	85.2%	68.4%	5	-	Windsor
12: Semi-Skilled Manual Workers	33.3%	24.1%	0	-	Windsor
13: Other Sales and Service Personnel	62.3%	56.6%	17	-	Windsor
14: Other Manual Workers	6.7%	25.0%	-3	26.7%	Windsor

Women – Internal Representation vs. External Labour Market Availability

Although women are the highest internally represented designated groups across campus at 56.3% compared to the national labour market availability at 48.2% (NHS), there continues to be areas of underrepresentation for women as is highlighted in the chart.

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

- EEOG 03: Professionals with the internal representation at 50.3% compared to the external national labour market availability at 53.8% with a gap of -3.5 and a severity ratio of 93.4%
- Within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation of 36.6% compared to the external national labour market availability of 43.3% with a gap of -6.7 and a severity ratio of 84.5%

Significant underrepresentation can be found in the following category:

- EEOG 14: Other Manual Workers with an internal representation of 6.7% compared to the external local labour market availability of 25.0% with a gap of -18.3 and a severity ratio of 26.7%

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

- EEOG 06: Supervisors: Crafts and Trades with an internal representation of 0.0% compared to the external provincial labour market availability of 12.7% with a gap of -12.7 and a severity ratio of 0.0%
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 0.0% compared to the external provincial labour market availability of 3.9% with a gap of -3.9 and a severity ratio of 0.0%

No gaps are found in the following EEOGs, which have historically been occupied by women such as:

- EEOG 07: Administrative and Senior Clerical with an internal representation of 94.8% compared to the external local labour market availability of 82.8%

- EEOG 10: Clerical Personnel with an internal representation of 82.4% compared to the external local labour market availability of 69.7%
- EEOG 11: Intermediate Sales and Service Personnel with an internal representation of 85.2% compared to the external local labour market availability of 68.4%

In addition, women have been represented in the following EEOGs:

- EEOG 01: Senior Managers with an internal representation of 41.2% compared to the external national labour market availability of 27.4%
- EEOG 02: Middle and Other Managers with an internal representation of 51.9% compared to the external national labour market availability of 38.9%

Aboriginal Peoples – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	0.0%	2.9%	0	0.0%	National
02: Middle and Other Managers	1.0%	2.2%	-1	43.7%	National
03: Professionals	0.9%	1.9%	-16	48.1%	National
<i>4011: University Professors*</i>	<i>0.6%</i>	<i>1.3%</i>	<i>-3</i>	<i>48.8%</i>	<i>National</i>
04: Semi-Professionals	3.3%	2.1%	2	-	Provincial
05: Supervisors	2.4%	0.9%	1	-	Windsor
06: Supervisors: Crafts and Trades	0.0%	1.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	1.2%	2.3%	-3	52.4%	Windsor
08: Skilled Sales and Service Personnel	10.5%	1.3%	2	-	Provincial
09: Skilled Crafts and Trades Workers	2.5%	6.0%	-1	41.7%	Provincial
10: Clerical Personnel	1.0%	6.3%	-5	15.6%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	4.4%	-1	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	1.9%	0	0.0%	Windsor
13: Other Sales and Service Personnel	6.6%	3.6%	9	-	Windsor
14: Other Manual Workers	13.3%	5.4%	1	-	Windsor

Aboriginal Peoples – Internal Representation vs. External Labour Market Availability

There continues to be significant challenges of underrepresentation of Aboriginal peoples throughout the majority of the Employment Equity Occupational Groups (EEOGs).

Significant underrepresentation can be found in the following categories:

- EEOG 02: Middle and Other Managers with an internal representation of 1.0% compared to the external national labour market availability of 2.2% with a gap of -1 and a severity ratio of 43.7%
- EEOG 03: Professionals with an internal representation of 0.9% compared to the external national labour market availability of 1.9% with a gap of -16 and a severity ratio of 48.1%
- Within the EEOG 03: Professors, Aboriginal peoples as University Professors (NOC 4011) have an internal representation of 0.6% compared to the external national labour market availability of 1.3% with a gap of -3 and a severity ratio of 48.8%
- EEOG 07: Administrative and Senior Clerical with an internal representation of 1.2% compared to the external local labour market availability of 2.3% with a gap of -3 and a severity ratio of 52.4%
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 2.5% compared to the external provincial labour market availability of 6.0% with a gap of -1 and a severity ratio of 41.7%
- EEOG 10: Clerical Personnel with an internal representation of 1.0% compared to the external local labour market availability of 6.3% with a gap of -5 and a severity ratio of 15.6%

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

- EEOG 01: Senior Managers with an internal representation of 0.0% compared to the external national labour market availability of 2.9% with a gap of 0 and a severity ratio of 0.0%
- EEOG 06: Supervisors: Crafts and Trades have an internal representation of 0.0% compared to the external provincial labour market availability of 1.3% with a gap of 0 and a severity ratio of 0.0%

- EEOG 11: Intermediate Sales and Service Personnel with an internal representation of 0.0% compared to the external local labour market availability of 4.4% with a gap of -1 and a severity ratio of 0.0%
- EEOG 12: Semi-Skilled Manual Workers with an internal representation of 0.0% compared to the external local labour market availability of 1.9% with a gap of 0 and a severity ratio of 0.0%

There is no gaps of Aboriginal people in the following EEOGs:

- EEOG 08: Skilled Sales and Service Personnel with an internal representation of 10.5% compared to the external provincial labour market availability of 1.3%
- EEOG 13: Other Sales and Service Personnel with an internal representation of 6.6% compared to the external local labour market availability of 3.6%
- EEOG 14: Other Manual Workers with an internal representation of 13.3% compared to the external local labour market availability of 5.4%

Visible Minorities – Internal Representation vs. External Labour Market Availability

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	17.6%	10.1%	1	-	National
02: Middle and Other Managers	12.5%	15.0%	-3	83.3%	National
03: Professionals	13.8%	21.7%	-130	63.7%	National
<i>4011: University Professors*</i>	<i>25.2%</i>	<i>19.1%</i>	<i>29</i>	<i>-</i>	<i>National</i>
04: Semi-Professionals	8.6%	26.0%	-26	33.1%	Provincial
05: Supervisors	2.4%	9.6%	-3	24.8%	Windsor
06: Supervisors: Crafts and Trades	0.0%	29.3%	-1	0.0%	Provincial
07: Administrative and Senior Clerical	9.1%	10.1%	-1	95.4%	Windsor
08: Skilled Sales and Service Personnel	15.8%	6.9%	2	-	Provincial
09: Skilled Crafts and Trades Workers	0.0%	9.9%	-4	0.0%	Provincial
10: Clerical Personnel	4.9%	30.6%	-26	16.0%	Windsor
11: Intermediate Sales and Service Personnel	3.7%	13.1%	-3	28.3%	Windsor
12: Semi-Skilled Manual Workers	0.0%	10.5%	0	0.0%	Windsor
13: Other Sales and Service Personnel	14.2%	15.6%	-4	91.3%	Windsor
14: Other Manual Workers	20.0%	10.4%	1	-	Windsor

Visible Minorities – Internal Representation vs. External Labour Market Availability

Overall, visible minorities are internally underrepresented in comparison to the labour market availability at 11.9% internal representation to 17.8% (NHS) external representation.

Underrepresentation which is not considered significant can be found in the following categories:

- EEOG 02: Middle Managers with an internal representation of 12.5% compared to the external national labour market availability of 15.0% with a gap of -3 and a severity ratio of 83.3%
- EEOG 07: Administrative and Senior Clerical with an internal representation of 9.1% compared to the external local labour market availability of 10.1% with a gap of -1 and a severity ratio of 95.4%
- EEOG 13: Other Sales and Service Personnel with an internal representation of 14.2% compared to the external local labour market availability of 15.6% with a gap of -4 and a severity ratio of 91.3%

Significant underrepresentation can be found in the categories:

- EEOG 03: Professionals with an internal representation of 13.8% compared to the external national labour market availability of 21.7% with a gap of -130 and a severity ratio of 63.7%
- EEOG 04: Semi-Professionals with an internal representation of 8.6% compared to the external provincial labour market availability of 26.0% with a gap of -26 and a severity ratio of 33.1%
- EEOG 05: Supervisors with an internal representation of 2.4% compared to the external local labour market availability of 9.6% with a gap of -3 and a severity ratio of 24.8%
- EEOG 10: Clerical Personnel with an internal representation of 4.9% compared to the external local labour market availability of 30.6% with a gap of -26 and a severity ratio of 28.3%
- EEOG 11: Intermediate Sales and Service Personnel with an internal representation of 3.7% compared to the external local labour market availability of 13.1% with a gap of -3 and a severity ratio of 28.3%

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

- EEOG 06: Supervisors: Crafts and Trades with an internal representation of 0.0% compared to the external provincial labour market availability of 29.3% with a gap of -1 and a severity ratio of 0.0%
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 0.0% compared to the external provincial labour market availability of 9.9% with a gap of -4 and a severity ratio of 0.0%
- EEOG 12: Semi-Skilled Manual Workers with an internal representation of 0.0% compared to the external local labour market availability of 10.5% with a gap of 0 and a severity ratio of 0.0%

The categories that show no gaps can be found in the following categories:

- EEOG 01: Senior Managers with an internal representation of 17.6% compared to the external national labour market availability of 10.1%
- Within the EEOG 03: Professionals, visible minorities as University Professors (NOC 4011) have an internal representation of 25.2% compared to the national labour market availability of 19.1%
- EEOG 08: Skilled Sales and Service Personnel with an internal representation of 15.8% compared to the external provincial labour market availability of 6.9%
- EEOG 14: Other Manual Workers with an internal representation of 20.0% compared to the external labour market availability of 10.4%

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

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	11.8%	4.3%	1	-	National
02: Middle and Other Managers	3.8%	4.3%	0	89.4%	National
03: Professionals	3.6%	3.8%	-3	94.5%	National
04: Semi-Professionals	8.6%	4.6%	6	-	Provincial
05: Supervisors	4.8%	13.9%	-4	34.3%	Windsor
06: Supervisors: Crafts and Trades	0.0%	7.8%	0	0.0%	Provincial
07: Administrative and Senior Clerical	6.4%	3.4%	8	-	Windsor
08: Skilled Sales and Service Personnel	15.8%	3.5%	2	-	Provincial
09: Skilled Crafts and Trades Workers	10.0%	3.8%	2	-	Provincial
10: Clerical Personnel	5.9%	7.0%	-1	84.0%	Windsor
11: Intermediate Sales and Service Personnel	3.7%	5.6%	-1	66.1%	Windsor
12: Semi-Skilled Manual Workers	0.0%	4.8%	0	0.0%	Windsor
13: Other Sales and Service Personnel	9.9%	6.3%	11	-	Windsor
14: Other Manual Workers	13.3%	5.3%	1	-	Windsor

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

Overall, persons with disabilities are internally represented at 5.2% compared to the external representation (CSD) at 3.8%.

There continues to be challenges with respect to underrepresentation of persons with disabilities. Underrepresentation that is not considered significant can be found in the following categories:

- EEOG 02: Middle and Other Managers with an internal representation of 3.8% compared to the external national labour market availability of 4.3% with a gap of 0 and a severity ratio of 89.4%
- EEOG 03: Professionals with an internal representation of 3.6% compared to the external national labour market availability of 3.8% with a gap of -3 and a severity ratio of 94.5%
- EEOG 10: Clerical Personnel with an internal representation of 5.9% compared to the external local labour market availability of 7.0% with a gap of -1 and a severity ratio of 84.0%

Significant underrepresentation can be found in the categories:

- EEOG 11: Intermediate Sales and Service Personnel with an internal representation of 3.7% compared to the external local labour market availability of 5.6% with a gap of -1 and a severity ratio of 66.1%
- EEOG 05: Supervisors with an internal representation of 4.8% compared to the external local labour market availability of 13.9% with a gap of -4 and a severity ratio of 34.3%

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

- EEOG 06: Supervisors: Crafts and Trades with an internal representation 0.0% compared to the external provincial labour market availability of 7.8% with a gap of 0 and a severity ratio of 0.0%
- EEOG 12: Semi-Skilled Manual Workers with an internal representation of 0.0% compared to the external local labour market availability of 4.8% with a gap of 0 and a severity ratio of 0.0%

Representation with no gaps are found in the following categories:

- EEOG 01: Senior Managers with an internal representation of 11.8% compared to the external national labour market availability of 4.3%
- EEOG 08: Skilled Sales and Service Personnel with an internal representation of 15.8% compared to the provincial labour market availability of 3.5%
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 10.0% compared to the provincial labour market availability of 3.8%
- EEOG 14: Other Manual Workers with an internal representation of 13.3% compared to the local labour market availability of 5.3%

Designated Group Profile – Academic

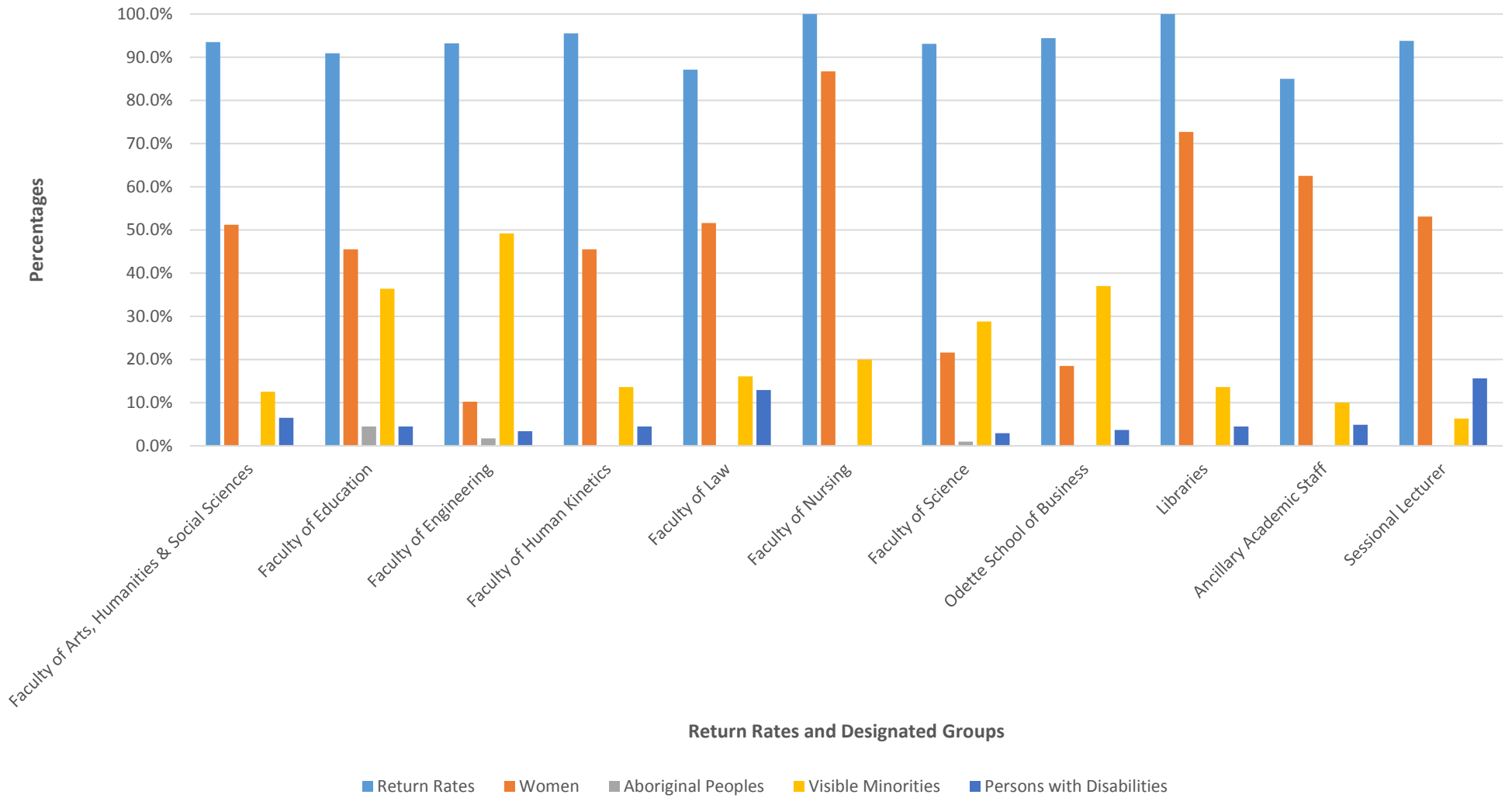
(includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant dean, associate deans, and deans)

DESIGNATED GROUP PROFILES - ACADEMIC					
	Return Rates	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
NOC #4011					
Faculty of Arts, Humanities and Social Sciences (FAHSS)	93.5%	51.2%	0.0%	12.5%	6.5%
Faculty of Education	90.9%	45.5%	4.5%	36.4%	4.5%
Faculty of Engineering	93.2%	10.2%	1.7%	49.2%	3.4%
Faculty of Human Kinetics	95.5%	45.5%	0.0%	13.6%	4.5%
Faculty of Law	87.1%	51.6%	0.0%	16.1%	12.9%
Faculty of Nursing	100.0%	86.7%	0.0%	20.0%	0.0%
Faculty of Science	93.1%	21.6%	1.0%	28.8%	2.9%
Odette School of Business	94.4%	18.5%	0.0%	37.0%	3.7%
NOC #5111					
Libraries	100.0%	72.7%	0.0%	13.6%	4.5%
NOC #4012					
Ancillary Academic Staff	85.0%	62.5%	0.0%	10.0%	4.9%
Sessional Lecturer	93.8%	53.1%	0.0%	6.3%	15.6%
Sessional Instructor*	54.5%	57.6%	-	-	-

* It is important to note that for the Sessional Instructor the average rate of return of the Employment Equity survey was only 54.5%

Designated Group Profile – Academic

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



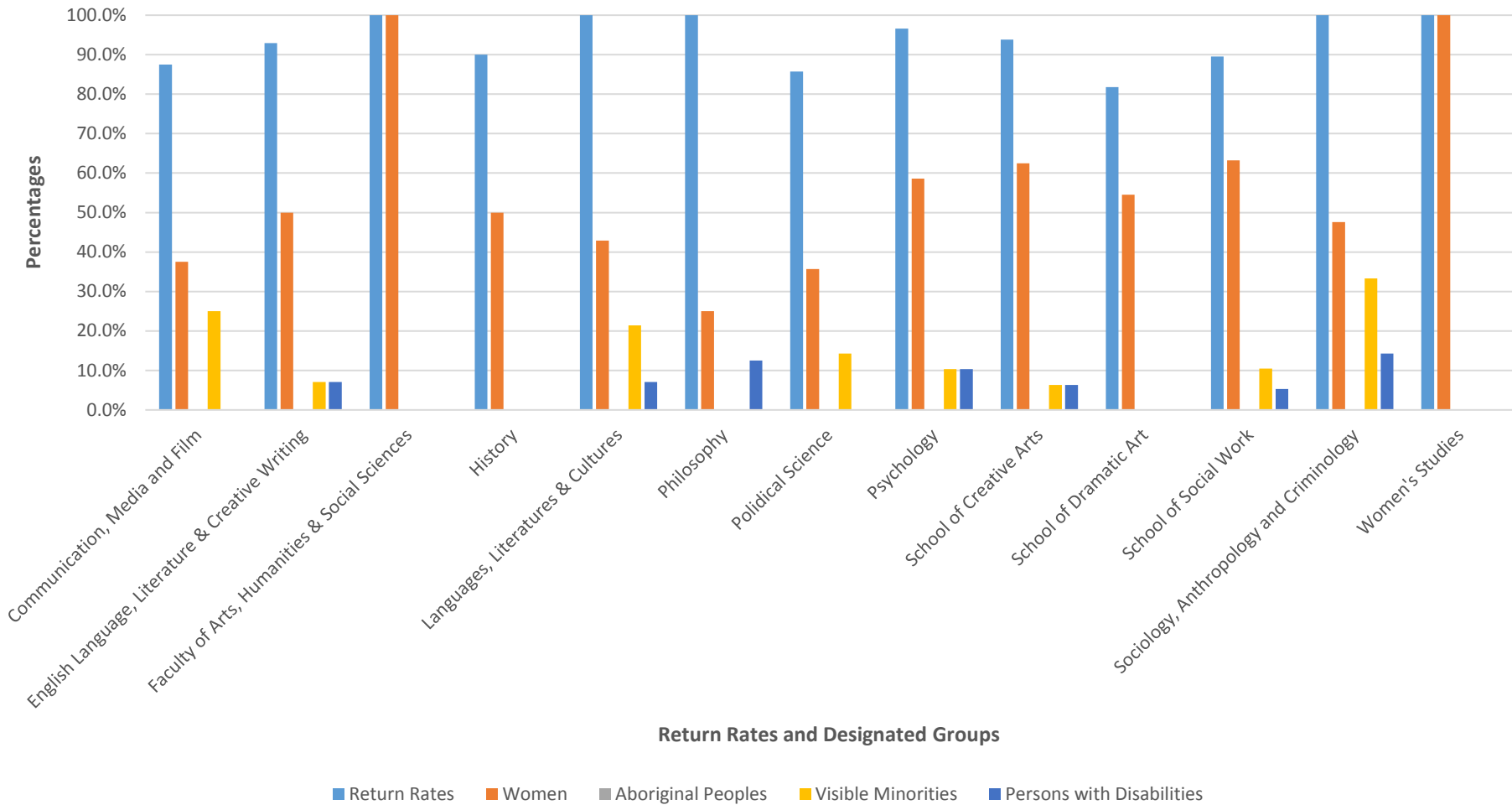
Designated Group Profile – Academic Units

(includes all lecturers, assistant professors, associate professors and full professors)

DESIGNATED GROUP PROFILES - ACADEMIC DEPARTMENT					
	Return Rates	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
NOC #4011 (Faculty of Arts, Humanities & Social Sciences)					
Communication, Media and Film	87.5%	37.5%	0.0%	25.0%	0.0%
English Language, Literature & Creative Writing	92.9%	50.0%	0.0%	7.1%	7.1%
FAHSS – Special Positions	100.0%	100.0%	0.0%	0.0%	0.0%
History	90.0%	50.0%	0.0%	0.0%	0.0%
Languages, Literatures & Cultures	100.0%	42.9%	0.0%	21.4%	7.1%
Philosophy	100.0%	25.0%	0.0%	0.0%	12.5%
Political Science	85.7%	35.7%	0.0%	14.3%	0.0%
Psychology	96.6%	58.6%	0.0%	10.3%	10.3%
School of Creative Arts	93.8%	62.5%	0.0%	6.3%	6.3%
School of Dramatic Art	81.8%	54.5%	0.0%	0.0%	0.0%
School of Social Work	89.5%	63.2%	0.0%	10.5%	5.3%
Sociology, Anthropology and Criminology	100.0%	47.6%	0.0%	33.3%	14.3%
Women's Studies	100.0%	100.0%	0.0%	0.0%	0.0%

Designated Group Profile – Faculty of Arts, Humanities & Social Sciences

(includes all lecturers, assistant professors, associate professors and full professors)



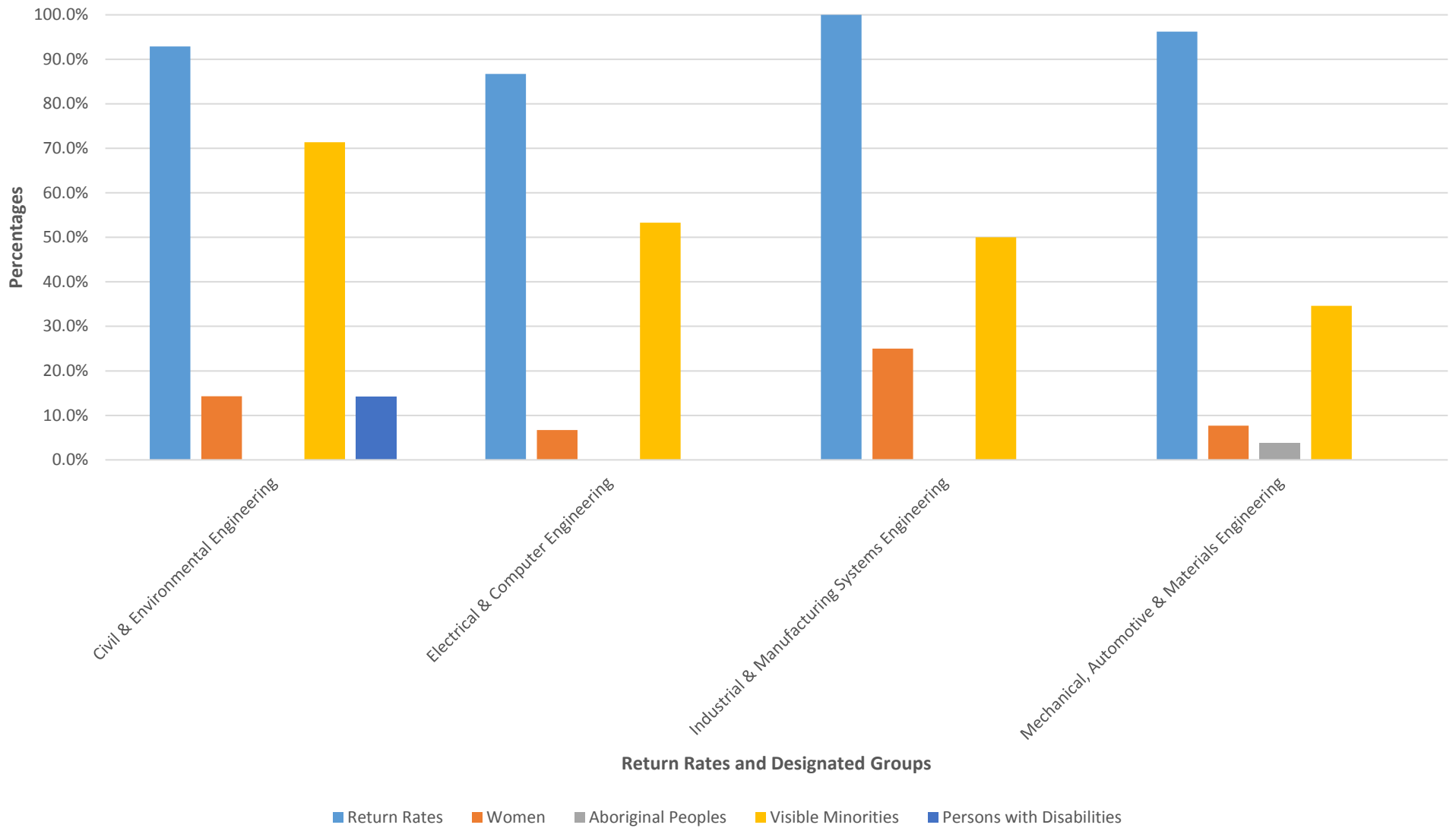
Designated Group Profile – Academic Units (cont'd)

(includes all lecturers, assistant professors, associate professors and full professors)

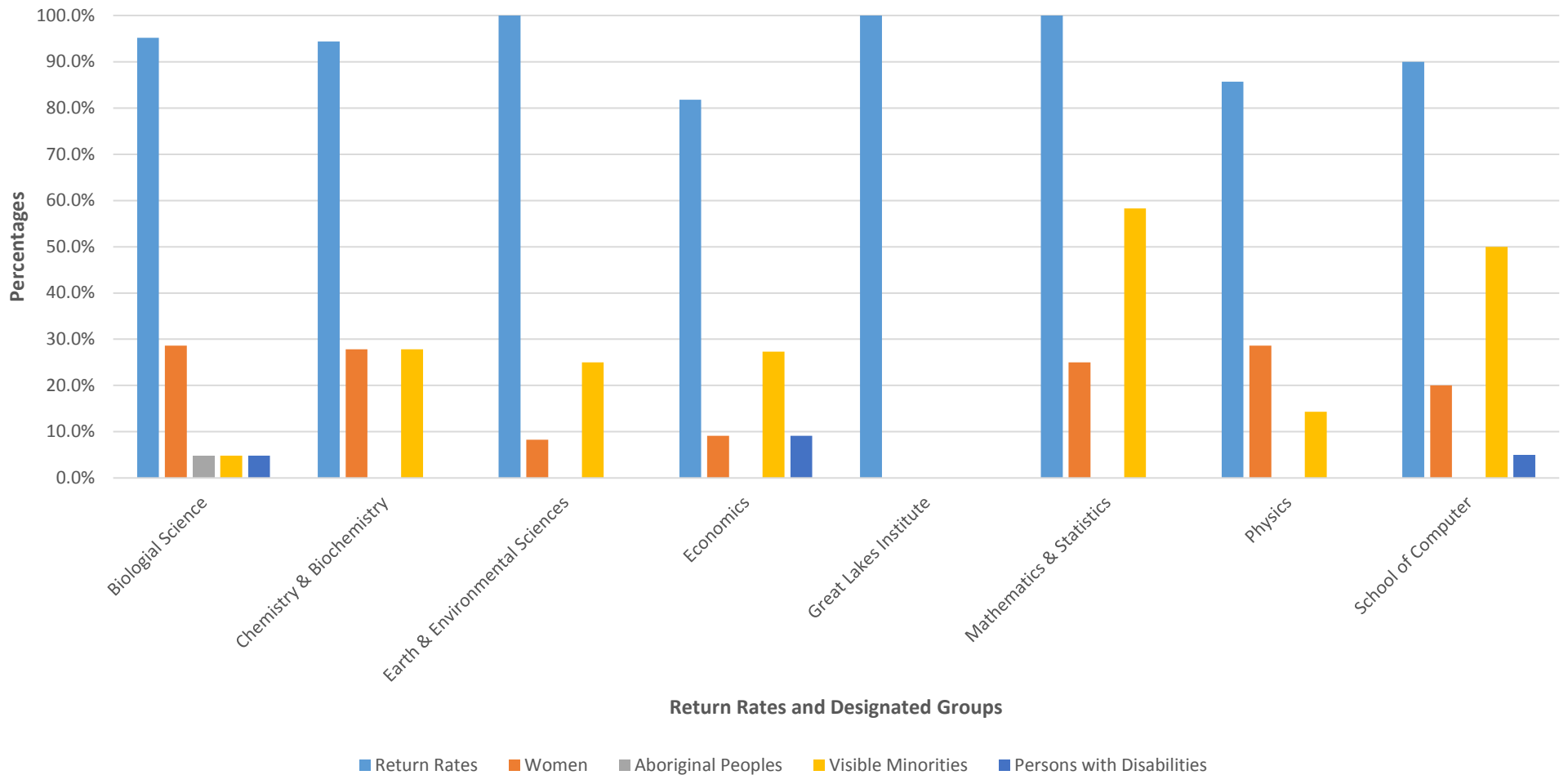
DESIGNATED GROUP PROFILES - ACADEMIC DEPARTMENT					
	Return Rates	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
NOC #4011 (Faculty of Engineering)					
Civil & Environmental Engineering	92.9%	14.3%	0.0%	71.4%	14.3%
Electrical & Computer Engineering	86.7%	6.7%	0.0%	53.3%	0.0%
Industrial & Manufacturing Systems Engineering	100.0%	25.0%	0.0%	50.0%	0.0%
Mechanical, Automotive & Materials Engineering	96.2%	7.7%	3.8%	34.6%	0.0%
NOC #4011 (Faculty of Science)					
Biological Science	95.2%	28.6%	4.8%	4.8%	4.8%
Chemistry & Biochemistry	94.4%	27.8%	0.0%	27.8%	0.0%
Earth & Environmental Sciences	100.0%	8.3%	0.0%	25.0%	0.0%
Economics	81.8%	9.1%	0.0%	27.3%	9.1%
Great Lakes Institute	100.0%	0.0%	0.0%	0.0%	0.0%
Mathematics & Statistics	100.0%	25.0%	0.0%	58.3%	0.0%
Physics	85.7%	28.6%	0.0%	14.3%	0.0%
School of Computer	90.0%	20.0%	0.0%	50.0%	5.0%

Designated Group Profile – Academic Department (Faculty of Engineering)

(includes all lecturers, assistant professors, associate professors and full professors)



Designated Group Profile – Academic Department (Faculty of Science)
 (includes all lecturers, assistant professors, associate professors
 and full professors)



Summary of Designated Group Profile – Academic & Academic Units

The charts above, Designated Group Profile-Academic and Designated Group Profile-Academic Units, provide a further breakdown of University Professors (EEOG 03/NOC 4011). The breakdown is for each of the employment equity designated groups by Faculty, units, as well as for Librarians (EEOG 03/NOC 5111). The chart also provides an overall breakdown of the internal representation of Ancillary Academic Staff, Sessional Lecturers and Sessional Instructors (EEOG 03/NOC 4012).

In the Designated Group Profile-Academic, the rate of return is the highest at 100% for the Faculty of Nursing and Librarians.

In the Designated Group Profile-Academic, in the designated group for women:

- the highest percentage of internal representation is found in the Faculty of Nursing at 86.7%.
- the lowest percentage of internal representation is found in the Faculty of Engineering at 10.2%.

In the Designated Group Profile-Academic, overall there is virtually no representation of Aboriginal peoples. We do find a small percentage of internal representation found in the following:

- Faculty of Education at 4.5%
- Faculty of Engineering at 1.7%
- Faculty of Science at 1.0%

In the Designated Group Profile-Academic, in the designated group visible minorities:

- the highest percentage of internal representation is found in the Faculty of Engineering at 49.2%
- the lowest percentage of internal representation is found in the Faculty of Arts & Social Sciences at 12.5% (NOC #4011) and also under the category of Ancillary Academic Staff at 10.0% (NOC #4012)

In the Designated Group Profile-Academic, in the designated group persons with disabilities:

- the highest percentage of internal representation is found in the Faculty of Law at 12.9%
- the lowest percentage of internal representation is found in the Faculty of Nursing at 0.0%

The chart is then broken down further by academic units. This is shown in the Designated Group Profile-Academic Units.

In the Designated Group Profile-Academic Units, the rate of return is the highest at 100% for the following units:

- Languages, Literatures & Cultures
- Philosophy
- Sociology, Anthropology and Criminology
- Women's Studies
- Industrial & Manufacturing Systems Engineering
- Earth & Environmental Sciences
- Great Lakes Institute
- Mathematics & Statistics

In the Designated Group Profile-Academic Units, in the designated group women:

- the highest percentage of internal representation is found in the department of Women's Studies at 100.0%
- the lowest percentage of internal representation is found in the department of Great Lakes Institute at 0.0%

In the Designated Group Profile-Academic Units, overall there is virtually no representation of Aboriginal peoples. We do find a small percentage of internal representation found in the following:

- Biological Sciences at 4.8%
- Mechanical, Automotive and Materials Engineering at 3.8%

In the Designated Group Profile-Academic Units, in the designated group visible minorities:

- the highest percentage of internal representation is found in Civil & Environmental Engineering at 71.4%
- the lowest percentage of internal representation is found in the following units at 0.0% - History, Philosophy, School of Dramatic Art, Women's Studies and Great Lakes Institute

Finally, in the Designated Group Profile-Academic Units, in the designated group persons with disabilities:

- the highest percentage of internal representation is found in the following units at 14.3% - Sociology, Anthropology & Criminology and Civil & Environmental Engineering
- the lowest percentage of internal representation is found in the following units at 0.0% - Mathematics & Statistics, Industrial & Manufacturing Systems Engineering, Electrical & Computer Engineering, Mechanical & Automotive Materials Engineering, Chemistry & Biochemistry, Communication Media & Film, Earth & Environmental Sciences, Political Science, Physics, Women's Studies, School of Dramatic Art and History

Additional Reporting in 2014

Employment Systems Review

An Employment Systems Review (ESR) is being conducted by consultants Daina Z. Green and Keith Jeffers in the winter of 2014. The ESR includes the analysis of the University's workforce representation data, policies and practices. This also includes consultation with the University community.

The purpose of the ESR is to identify significant barriers and gaps in the employment equity designated groups (women, Aboriginal peoples, visible minorities, and persons with disabilities). However, gaps can not be identified with the fifth designated group sexual/gender minorities as there is no available external comparator to conduct analysis. Nonetheless, the consultants will still be including the fifth designated group sexual/gender minorities in various aspects of the review as possible. The next step is to provide recommendations and promising practices. From there, the Employment Equity Coordinating Committee will review the report, and explore further actions.

UWindsor Handbook for Employment Equity Reporting

On October 2014, Purita Bristow was contracted by the Office of Human Rights, Equity and Accessibility (OHREA) as a Project Consultant to develop a University of Windsor Handbook for Employment Equity Reporting. This handbook was to serve as an internal resource for OHREA, Human Resources (HR) and Information Technology Services (ITS).

The handbook highlights various topics such as:

- Applicant Tracking Process for Non-Faculty and Faculty positions
- New Hires Process for Non-Faculty and Faculty positions
- Systems In-Place
- Employment Equity Survey
- Employment Systems Review (ESR)
- Employment Equity Assessors

The University of Windsor Handbook for Employment Equity Reporting was completed and issued in November 2014.

Following the UWindsor Handbook for Employment Equity Reporting, Purita Bristow prepared a compilation of the general observations and recommendations for each of the sections in the handbook. This was issued on November 2014 to the Office of Human Rights, Equity and Accessibility.

