



University
of Windsor

EMPLOYMENT EQUITY CENSUS REPORT 2020

Office of Human Rights, Equity & Accessibility
(OHREA)

www.uwindsor.ca/ohrea

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Introduction

University of Windsor

As the University community journey through the main campus, they will recognize the Anishinaabe history through a series of plaques along Turtle Island Walk that features the Seven Teachings of Ancestors, posted in both Anishinaabe and English. The seven teachings are Wisdom, Love, Respect, Bravery, Honesty, Humility and Truth. Through this beautiful visualization, we acknowledge that the University of Windsor sits on the Traditional territory of the Three Fires confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi.

The University of Windsor is comprised of two campuses. The main campus can be found nearby the Ambassador Bridge that overlooks on one of Canada's most beautiful waterfronts on the Detroit River. The downtown campus is situated in the city of Windsor downtown core.

University of Windsor Commitment to Equity, Diversity, and Inclusion

The University of Windsor is committed to employment equity by meeting its obligations to key requirements in accordance with the Federal Contractors Program (FCP) and following the practices of the Employment Equity Act and its regulations. Furthering its commitment to equity, diversity and inclusion, the University conducted an Employment Equity Census during the fall of 2020. The employment equity census is a University campus-wide questionnaire to collect employment equity data on its employment workforce to identify the scope of the University's diversity, including identifying any gaps. The purpose of the census is to assist the University in developing and delivering initiatives to promote fairness and equity at the University. The census is also used to help inform requirements for specific employment equity programs at the University.

Federal Contractors Program (FCP)

The FCP implemented changes to its program back in 2013. One of the changes was an increase in the contract threshold from \$200,000 to \$1,000,000.¹ As a result, the University of Windsor is no longer a signatory to the FCP. However, the University is committed to employment equity by being voluntarily 'FCP ready' by following the key requirements of the FCP. The key requirements are:

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

The Employment Equity Census was conducted during the fall of 2020, which satisfies the first key requirement of the FCP, collecting workforce information. The collection of workforce information is

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

based on the self-identification of members of the designated groups. This is the University's fourth² campus-wide employment equity workforce census.

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 Federal Contractors Program and Employment Equity Act.

The four federally designated groups are as follows:

- Aboriginal Peoples
- Persons with Disabilities
- Visible Minorities
- Women

In addition, the University of Windsor recognizes a fifth designated group, sexual/gender minorities. Sexual/gender minorities are not reported in the Employment Equity Census Report 2020, as currently there is no external workforce availability comparator to identify gaps and underrepresentation. Therefore, there is an inability to conduct a workforce analysis for this group. However, sexual/gender minorities are recognized in all aspects when considering equity, diversity, and inclusion.

Internal Representation and External Availability of Designated Groups

The report draws on data as of December 2020. It provides a snapshot of the internal representation of the four federally designated groups within the University of Windsor faculty and staff employees . The internal representation is drawn from the most updated University of Windsor workforce census, and the subsequent data of new hires, terminations, retirements, and status changes. Using the guidelines provided through the FCP, the University of Windsor internal representation is the collection 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 external workforce representation data are derived from the most current Statistics Canada data. For three of the four designated groups (Aboriginal peoples, visible minorities, and women), the data are derived from the 2016 Canadian Census. For the designated group, persons with disabilities, the data are derived from the 2017 Canadian Survey on Disabilities.

² In 2001, 2006, 2013 and 2020 all University of Windsor employees working for twelve weeks or greater (permanent full-time, permanent part-time, and temporary employees) were asked to participate in the campus-wide census.

Employment Equity Occupational Groups (EEOGs)

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

University of Windsor Employment Equity Census 2020, “At UWindsor, UCount!”

In late Fall 2020, the University of Windsor conducted a campus-wide employment equity census survey. The Employment Equity Census encouraged all University of Windsor employees who were employed for a period of twelve weeks or greater to participate in the survey. The census included two new additional questions on ethnic ancestry and racialized groups. The data collected from these two new questions would provide disaggregated data on the federally designated group visible minorities. This will help further inform the possibilities for initiatives, strategies, and approaches for enhancing employment equity programs at the University. By participating in the Employment Equity Census, employees had the opportunity to self-identify and update previous self-identification responses

Due to the pandemic and COVID-19 risks during 2020, the Office of Human Rights, Equity and Accessibility (OHREA) had to modify the methods of communication and promotion of the Employment Equity Census through a variety of online platforms such as the: University of Windsor DailyNews, email, website, FAQs, and employee portal. With the limited methods of communicating and promoting the Employment Equity Census, along with the strict guidelines from the Federal and Provincial government and health officials, raising awareness of the Employment Equity Census proved difficult. To give employees more time to submit the census, the deadline was extended to the end of February 2021. As a result, the overall participation rate rose from approximately 66% to approximately 70%. As is common practice, the University continues to send out monthly reminders to employees who haven’t responded to the census survey, to give them an opportunity to self-identify and respond to the two new additional questions.

Reporting

The report looks at the workforce representation of the internal representation percentages of faculty and staff 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 analyzes the statistical representation within the Employment Equity Occupational Groups (EEOG), National Occupational Classification (NOC) 4011 for University Professors, Academic Units (faculty/departments) and Staff Units (departments/affiliation groups). The report further identifies and highlights any gaps and 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. The “severity” of the gap determines how significant the underrepresentation is. The “severity ratio” is measured by calculating

a percentage of how close the internal representation for an employment equity designated group is to the external workforce representation.

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

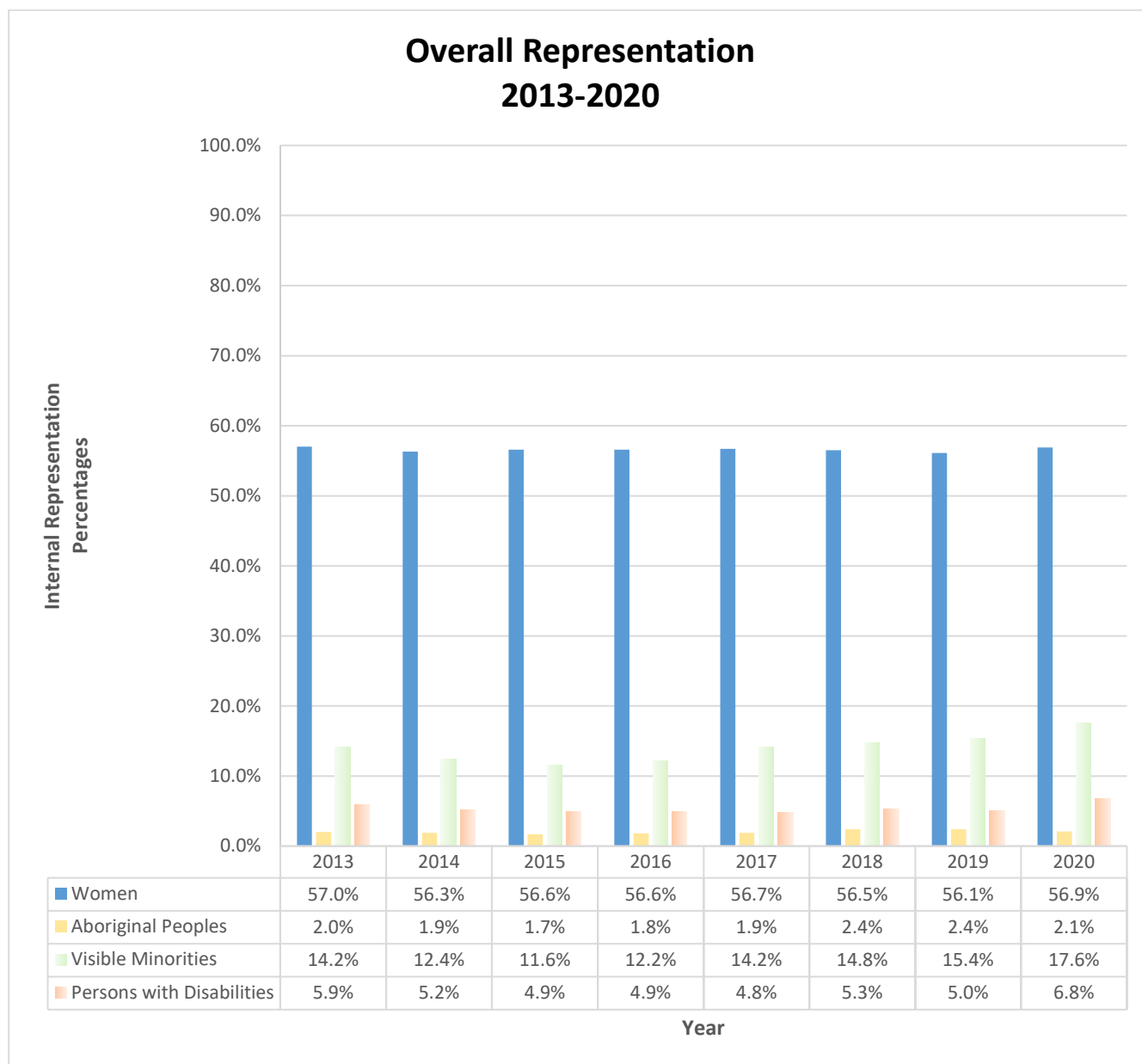
In keeping with the guidelines of the FCP, the internal representation percentages of the designated groups are collected from the Employment Equity Census and Survey. However, following the best practices outlined in the FCP, the data on women in this report are extracted from the University of Windsor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

New to this report is the inclusion of staff units and staff affiliation group employment equity data, where it highlights the representation and underrepresentation of the designated groups. This is similar to what has been reported in past reports for academic units. This new data will continue to be included in future Employment Equity Annual Reports.

Workforce Analysis

Progression Charts:

Chart A) Overall Internal Representation 2013-2020

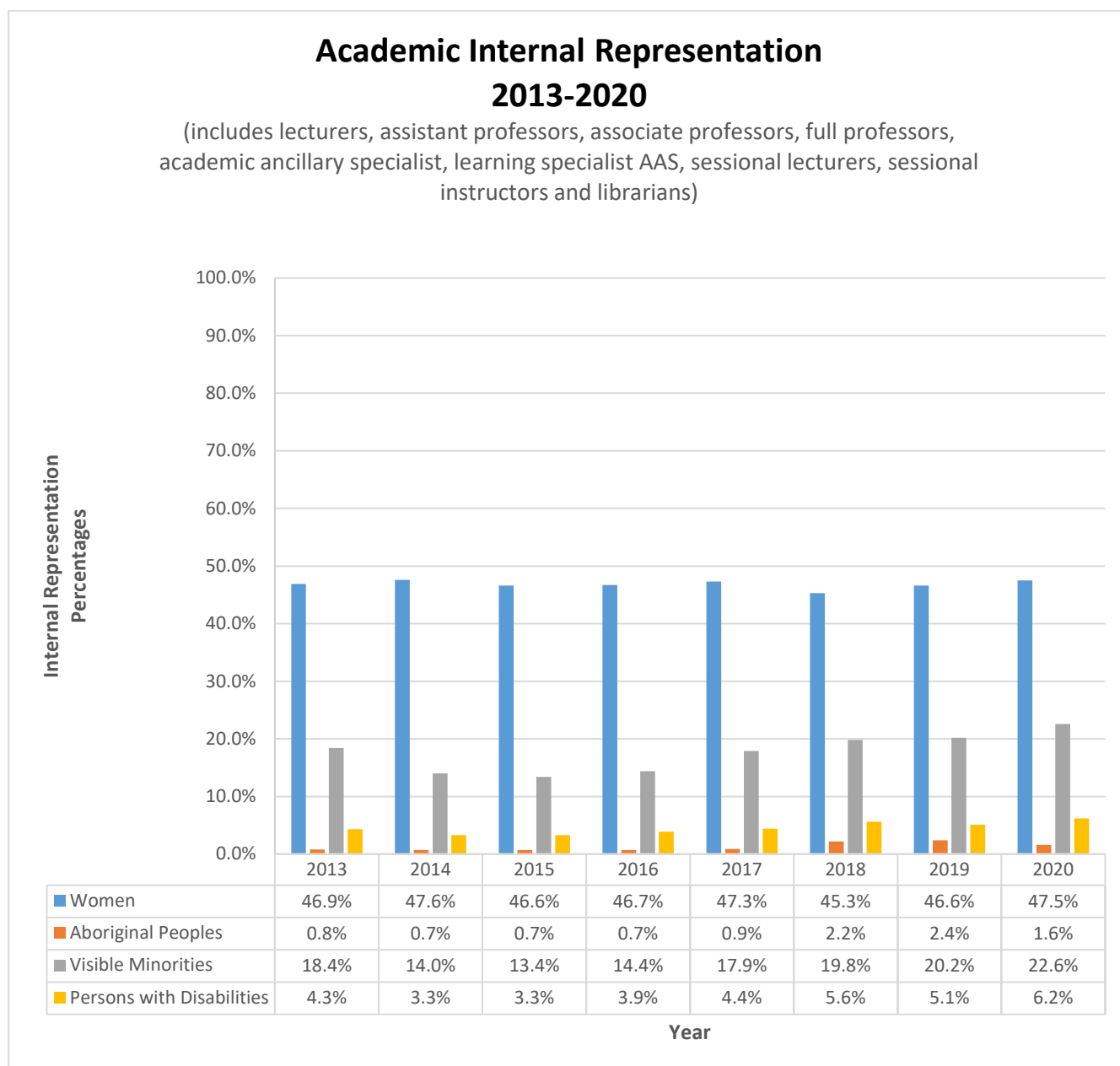


The overall representation of the University of Windsor workforce is shown in the chart above.

- Women show a range of 56.1% in 2019 to 57.0% in 2013
- Aboriginal peoples show a range of 1.7% in 2015 to 2.4% in 2018 and 2019
- Visible minorities show a range of 11.6% in 2015 to 17.6% in 2020
- Persons with disabilities show a range of 4.8% in 2017 to 6.8% in 2020

Note: 2013 was the most updated workforce census. Reporting progression on the last 8 years.

Chart B) Academic Internal Representation 2013-2020

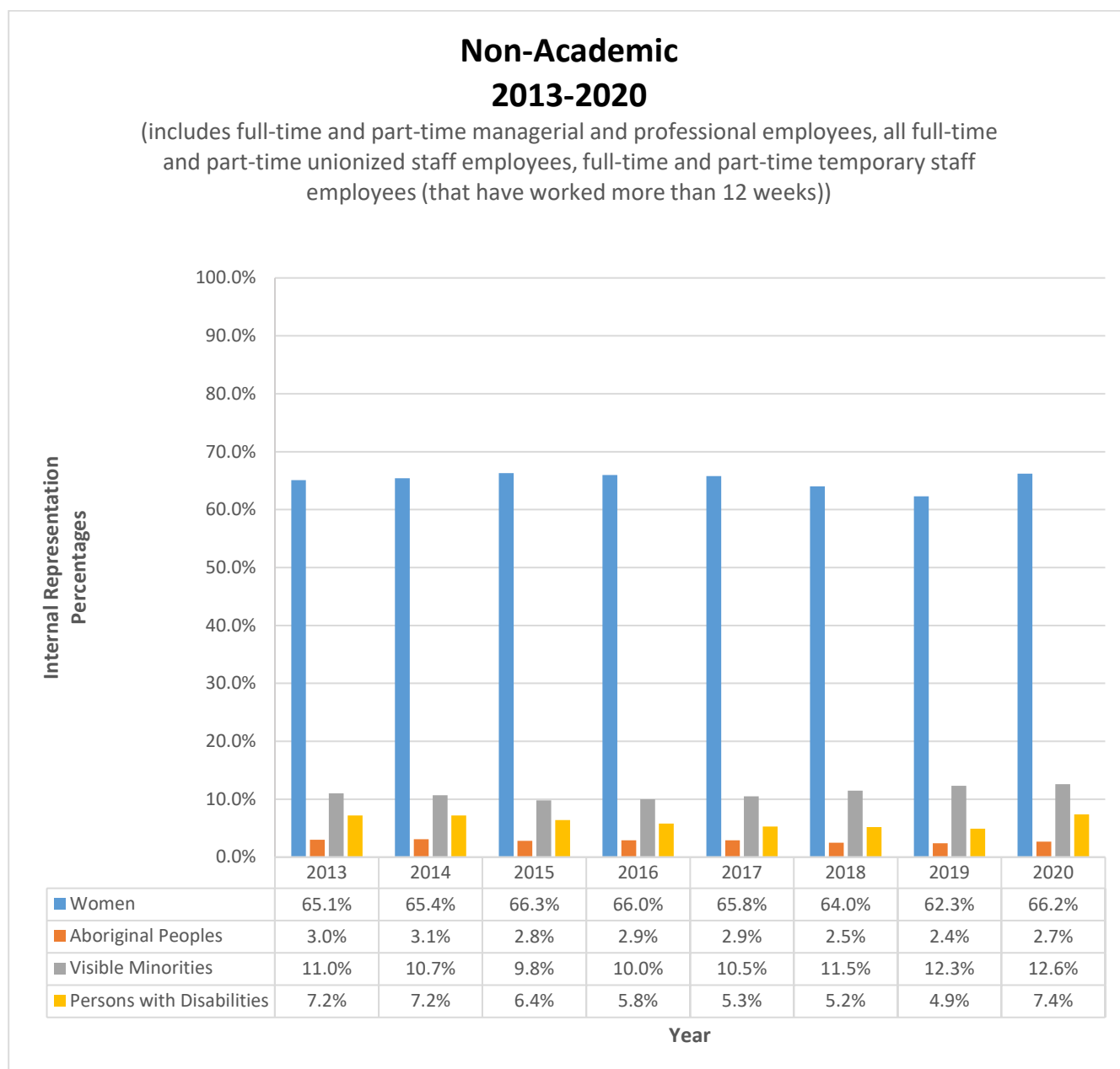


The chart above shows the internal representation of Academic employees at the University of Windsor. This includes all employees in NOC 4011 (lecturers, assistant professors, associate professors, and full professors), NOC 4012 (academic ancillary specialist, learning specialist AAS, sessional lecturers,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

- Women show a range of 45.3% in 2018 to 47.6% in 2014
- Aboriginal peoples show a range of 0.7% in 2014, 2015 and 2016 to 2.4% in 2019
- Visible minorities show a range of 13.4% in 2015 to 22.6% in 2020
- Persons with disabilities show a range of 3.3% in 2014 and 2015 to 6.2% in 2020

Note: 2013 was the most updated workforce census. Reporting progression on the last 8 years.

Chart C) Non-Academic Internal Representation 2013-2020



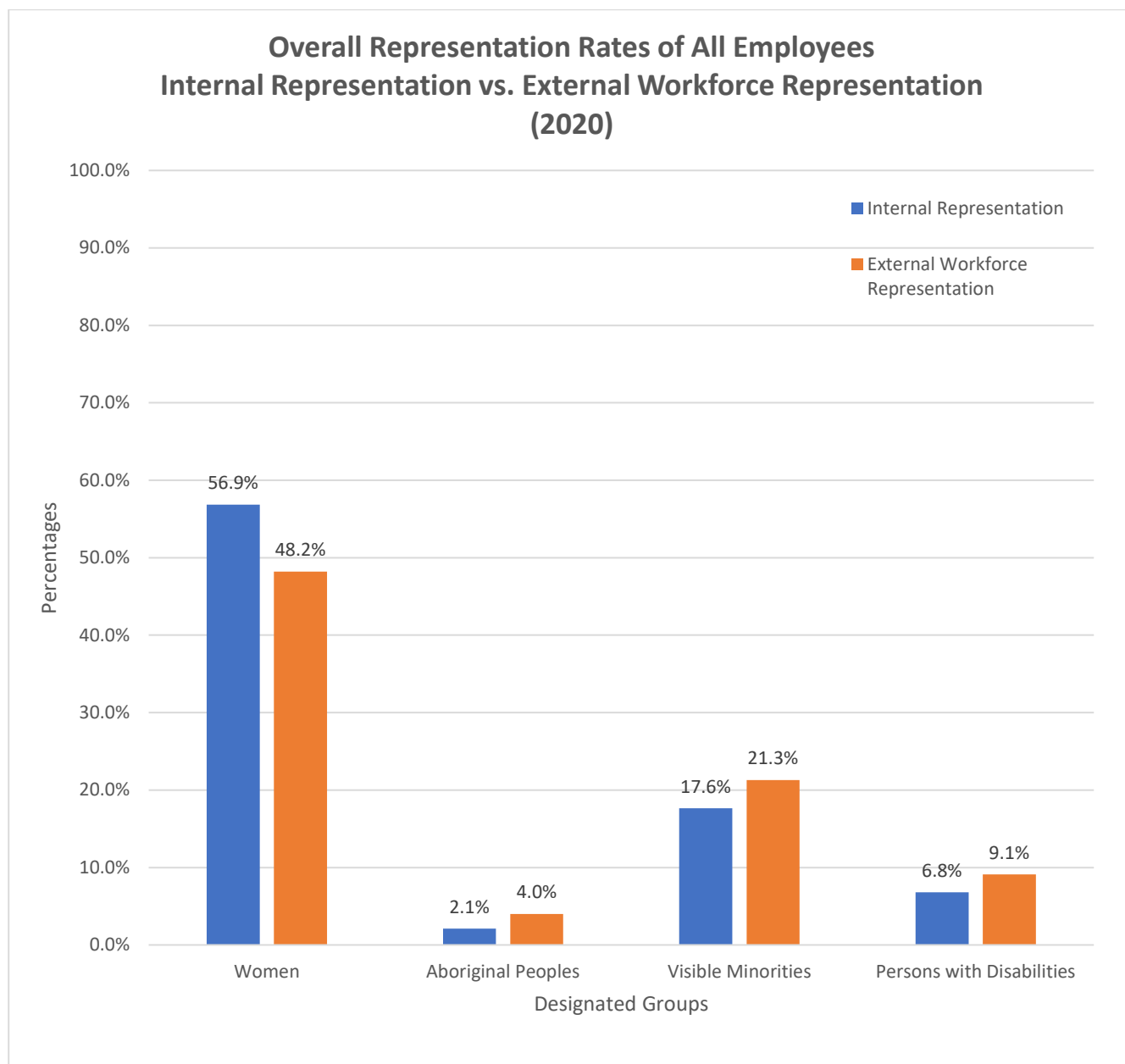
The chart above shows the internal representation of Non-Academic employees at the University of Windsor. This includes all full-time and part-time managerial and professional employees, full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked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

- Women show a range of 62.3% in 2019 to 66.3% in 2015
- Aboriginal peoples show a range of 2.4% in 2019 to 3.1% in 2014
- Visible minorities show a range of 9.8% in 2015 to 12.6% in 2020
- Persons with disabilities show a range of 4.9% in 2019 to 7.4% in 2020

Note: 2013 was the most updated workforce census. Reporting progression on the last 8 years.

Overall Representation Rates (2020)

All Employees: Internal Representation vs. External Workforce Representation



- Women comprise 56.9% of the internal representation compared to 48.2% external workforce representation in the 2016 Canadian census
- Aboriginal peoples comprise 2.1% of the internal representation compared to 4.0% from the 2016 Canadian census external workforce representation data
- Visible minorities comprise 17.6% of the internal representation compared to 21.3% from the 2016 Canadian census external workforce representation data
- Persons with disabilities comprise 6.8% of the internal representation compared to 9.1% from the 2017 CSD external workforce representation data

Internal Distribution of Employees (2020) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	13	53.8%	0.0%	15.4%	15.4%
02: Middle and Other Managers	143	56.6%	2.1%	16.1%	7.0%
03: Professionals	1642	51.3%	1.5%	20.8%	6.1%
<i>4011: University Professors*</i>	<i>516</i>	<i>38.4%</i>	<i>2.3%</i>	<i>30.0%</i>	<i>8.9%</i>
04: Semi-Professionals	172	36.6%	2.3%	11.0%	5.8%
05: Supervisors	23	52.2%	8.7%	4.3%	4.3%
06: Supervisors: Crafts and Trades	<10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	258	93.4%	1.2%	13.2%	7.8%
08: Skilled Sales and Service Personnel	12	33.3%	0.0%	33.3%	0.0%
09: Skilled Crafts and Trades Workers	39	5.1%	2.6%	0.0%	7.7%
10: Clerical Personnel	122	86.9%	0.8%	11.5%	5.7%
11: Intermediate Sales and Service Personnel	21	81.0%	0.0%	9.5%	9.5%
12: Semi-Skilled Manual Workers	<10	33.3%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	229	66.8%	7.4%	14.0%	11.8%
14: Other Manual Workers	14	14.3%	7.1%	21.4%	7.1%
Total (EEOG 01-14)	2688	56.9%	2.1%	17.6%	6.8%

* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”.

This includes tenured, tenure-track and limited term appointments only (Assistant Professors, Associate Professors, Full Professors and Lecturers).

Internal Distribution of Employees (2020) by Designated Groups and EEOGs

Designated Group: Women

- The highest percentage of women at 93.4% is found in the Employment Equity Occupational Group (EEOG) 07: Administrative and Senior Clerical
- The lowest percentage (excluding 0.0%) of women is found in the EEOG 09: Skilled Crafts and Trades Workers at 5.1%
- 0.0% percentage is found in the EEOG 06: Supervisors: Crafts and Trades

Designated Group: Aboriginal peoples

- The highest percentage of Aboriginal peoples is found in the EEOG 05: Supervisors at 8.7%
- The lowest percentage (excluding 0.0%) of Aboriginal peoples is found in the EEOG 10: Clerical Personnel at 0.8%
- 0.0% percentage of Aboriginal peoples is found in the following EEOGs:
 - EEOG 01: Senior Managers
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 08: Skilled Sales and Service Personnel
 - EEOG 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 08: Skilled Sales and Service Personnel at 33.3%
- The lowest percentage (excluding 0.0%) of visible minorities is found in the EEOG 05: Supervisors at 4.3%
- 0.0% percentage of visible minorities 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

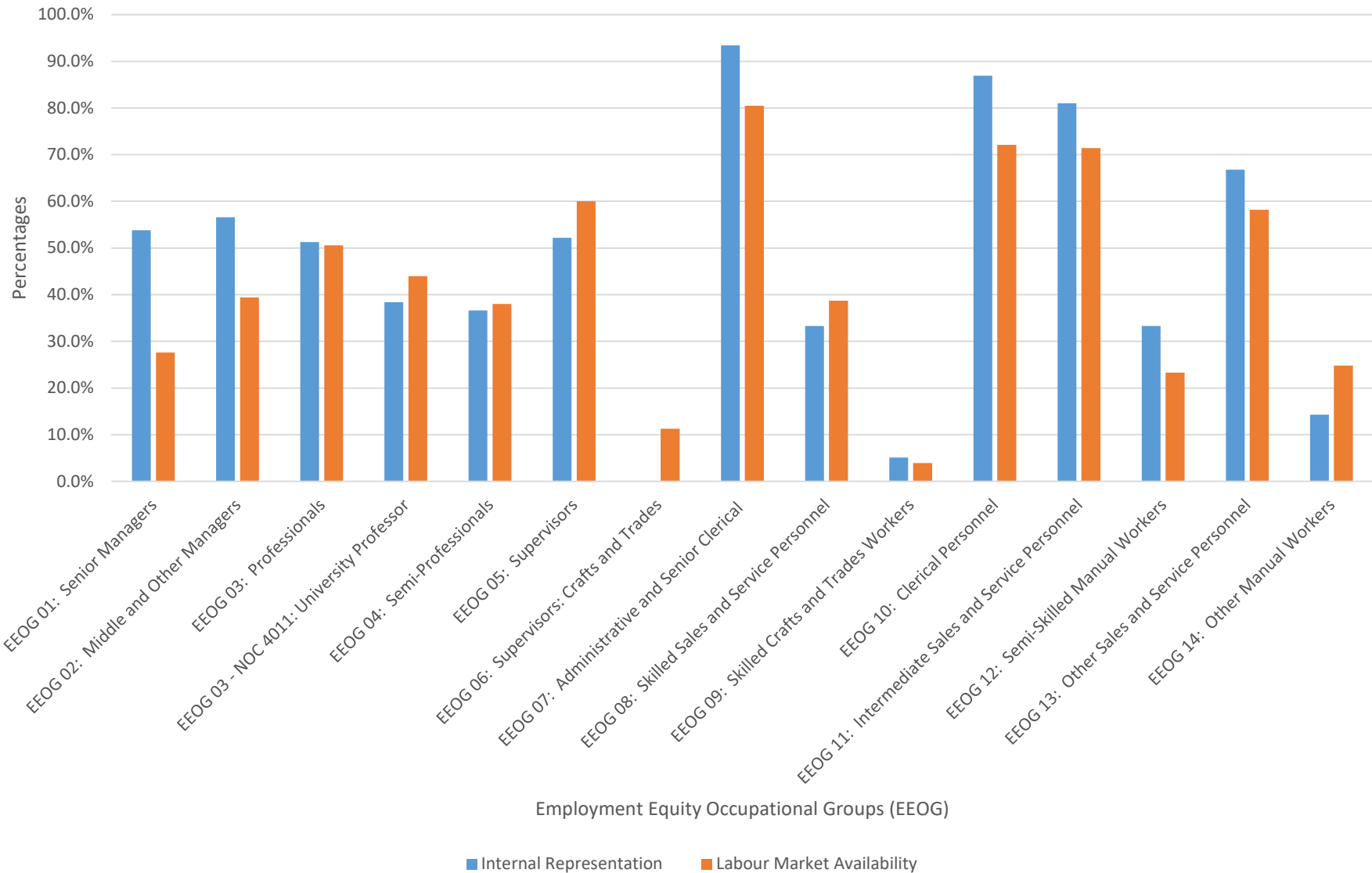
- The highest percentage of persons with disabilities is found in the EEOG 01: Senior Managers at 15.4%
- The lowest percentage (excluding 0.0%) of persons with disabilities is found in the EEOG 05: Supervisors at 4.3%
- 0.0% percentage of persons with disabilities is found in the following EEOGs:
 - EEOG 06: Supervisors: Crafts and Trades
 - EEOG 08: Skilled Sales and Service Personnel
 - EEOG 12: Semi-Skilled Manual Workers

Internal Representation vs. External Labour Market Availability

Women

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	53.8%	27.6%	3		National
02: Middle and Other Managers	56.6%	39.4%	25		National
03: Professionals	51.3%	50.6%	11		National
<i>4011: University Professors*</i>	<i>38.4%</i>	<i>44.0%</i>	<i>-29</i>	<i>87.2%</i>	<i>National</i>
04: Semi-Professionals	36.6%	38.0%	-2	96.4%	Provincial
05: Supervisors	52.2%	60.0%	-2	87.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	11.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	93.4%	80.5%	33		Windsor
08: Skilled Sales and Service Personnel	33.3%	38.7%	-1	86.1%	Provincial
09: Skilled Crafts and Trades Workers	5.1%	3.9%	0		Provincial
10: Clerical Personnel	86.9%	72.1%	18		Windsor
11: Intermediate Sales and Service Personnel	81.0%	71.4%	2		Windsor
12: Semi-Skilled Manual Workers	33.3%	23.3%	0		Windsor
13: Other Sales and Service Personnel	66.8%	58.2%	20		Windsor
14: Other Manual Workers	14.3%	24.8%	-1	57.6%	Windsor

Internal Representation vs. External Labour Market Availability Women



Internal Representation vs. External Labour Market Availability

Women

According to the overall representation of the University of Windsor workforce, women are represented at 56.9% (2020) compared to the labour market availability at 48.2% (2016 Census). Although women are represented overall, there are areas of underrepresentation for women as highlighted in the above charts.

The highest internal representation of women is found in the EEOG 7: Administrative and Senior Clerical at 93.4%.

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

- Within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation of 38.4% compared to the external national labour market availability of 44.0% with a gap of -29 and a severity ratio of 87.2%
- EEOG 04: Semi-Professionals with the internal representation of 36.6% compared to the external provincial labour market availability at 38.0% with a gap of -2 and a severity ratio of 96.4%
- EEOG 05: Supervisors with the internal representation of 52.2% compared to the external local labour market availability at 60.0% with a gap of -2 and a severity ratio of 87.0%
- EEOG 08: Skilled Sales and Service Personnel with the internal representation of 36.3% compared to the external provincial labour market availability at 38.7% with a gap of -1 and a severity ratio of 86.1%

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the EEOG 14: Other Manual Workers with an internal representation of 14.3% compared to the external local labour market availability at 24.8% with a gap of -1 and a severity ratio of 57.6%

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

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation.

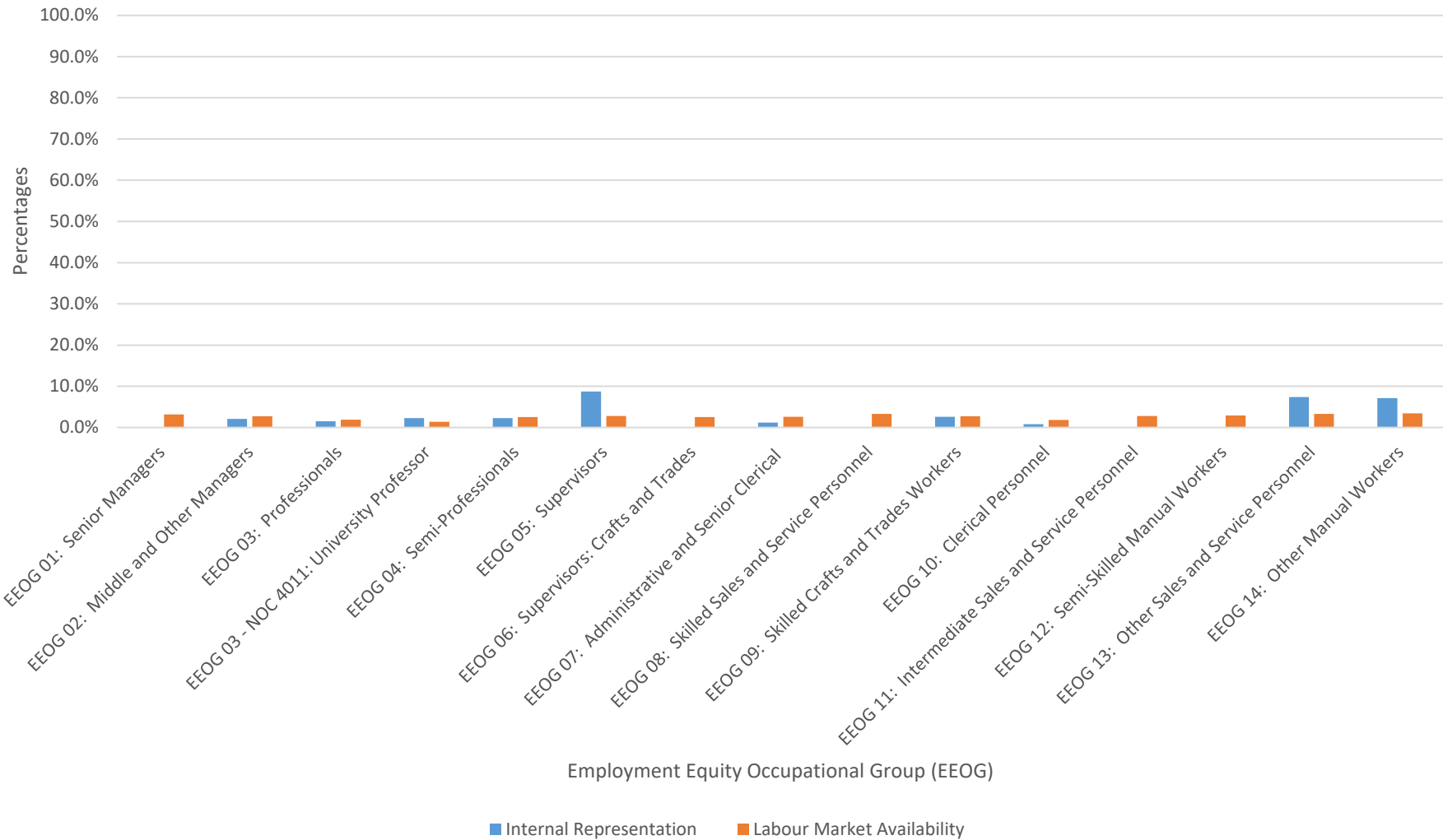
Out of the 14 EEOGs categories listed, 4 groups are considered not significantly underrepresented, 1 group is significantly underrepresented, and 1 group is not represented at all.

Internal Representation vs. External Labour Market Availability

Aboriginal Peoples

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	0.0%	3.2%	0	0.0%	National
02: Middle and Other Managers	2.1%	2.7%	-1	77.7%	National
03: Professionals	1.5%	1.9%	-6	80.1%	National
<i>4011: University Professors*</i>	2.3%	1.4%	5		<i>National</i>
04: Semi-Professionals	2.3%	2.5%	0	93.0%	Provincial
05: Supervisors	8.7%	2.8%	1		Windsor
06: Supervisors: Crafts and Trades	0.0%	2.5%	0	0.0%	Provincial
07: Administrative and Senior Clerical	1.2%	2.6%	-4	44.7%	Windsor
08: Skilled Sales and Service Personnel	0.0%	3.3%	0	0.0%	Provincial
09: Skilled Crafts and Trades Workers	2.6%	2.7%	0	95.0%	Provincial
10: Clerical Personnel	0.8%	1.8%	-1	45.5%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	2.8%	-1	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	2.9%	0	0.0%	Windsor
13: Other Sales and Service Personnel	7.4%	3.3%	9		Windsor
14: Other Manual Workers	7.1%	3.4%	1		Windsor

Internal Representative vs. External Labour Market Availability Aboriginal Peoples



Internal Representation vs. External Labour Market Availability

Aboriginal Peoples

The overall representation of the University of Windsor workforce for Aboriginal peoples are significantly underrepresented at 2.1% (2020) compared to the national labour market availability at 4.0% (2016 Census). There continues to be significant challenges of underrepresentation of Aboriginal peoples throughout the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of Aboriginal peoples at 8.7% is found in EEOG 05: Supervisors.

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

- EEOG 03: Professionals with the internal representation at 1.5% compared to the external national labour market availability at 1.9% with a gap of -6 and a severity ratio of 80.1%
- EEOG 04: Semi-Professionals with the internal representation at 2.3% compared to the external provincial labour market availability at 2.5% with a gap of 0 and a severity ratio of 93.0%
- EEOG 09: Skilled Crafts and Trades Workers with the internal representation at 2.6% compared to the external provincial labour market availability at 2.7% with a gap of 0 and a severity ratio of 95.0%

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 2.1% compared to the external national labour market availability at 2.7% with a gap of -1 and a severity ratio of 77.7%
- EEOG 07: Administrative and Senior Clerical with an internal representation at 1.2% compared to the external local labour market availability at 2.6% with a gap of -4 and a severity ratio of 44.7%
- EEOG 10: Clerical Personnel with an internal representation at 0.8% compared to the external local labour market availability at 1.8% with a gap of -1 and a severity ratio of 45.5%

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

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

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation.

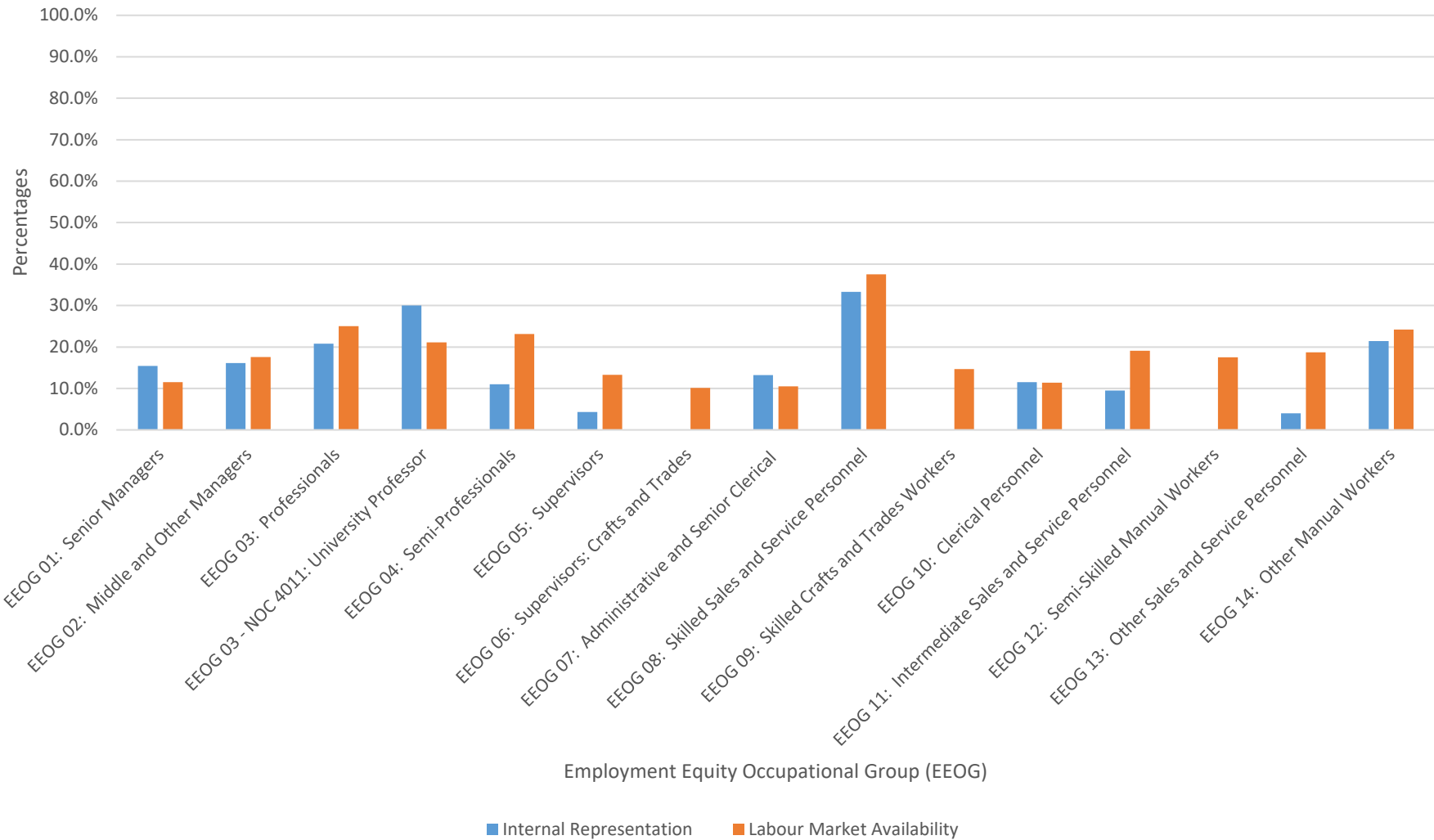
Out of the 14 EEOGs categories listed, only 3 EEOGs are considered not significantly underrepresented, 3 groups are significantly underrepresented and 5 are not represented at all.

Internal Representation vs. External Labour Market Availability

Visible Minorities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	15.4%	11.5%	0		National
02: Middle and Other Managers	16.1%	17.6%	-2	91.4%	National
03: Professionals	20.8%	25.0%	-70	83.1%	National
<i>4011: University Professors*</i>	<i>30.0%</i>	<i>21.1%</i>	<i>46</i>		<i>National</i>
04: Semi-Professionals	11.0%	23.1%	-21	47.8%	Provincial
05: Supervisors	4.3%	13.3%	-2	32.7%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	13.2%	10.5%	7		Windsor
08: Skilled Sales and Service Personnel	33.3%	37.5%	-1	88.9%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	14.7%	-6	0.0%	Provincial
10: Clerical Personnel	11.5%	11.4%	0		Windsor
11: Intermediate Sales and Service Personnel	9.5%	19.1%	-2	49.9%	Windsor
12: Semi-Skilled Manual Workers	0.0%	17.5%	-1	0.0%	Windsor
13: Other Sales and Service Personnel	4.0%	18.7%	-11	74.7%	Windsor
14: Other Manual Workers	21.4%	24.2%	0	88.5%	Windsor

Internal Representation vs. External Labour Market Availability Visible Minorities



Internal Representation vs. External Labour Market Availability

Visible Minorities

Overall, visible minorities are underrepresented in comparison to the national labour market availability with the internal representation at 17.6% (2020) compared to the external workforce representation at 21.3% (2016 Census). The challenges of underrepresentation continue throughout the majority of the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of visible minorities is found in the EEOG 08: Skilled Sales and Service Personnel at 33.3%.

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

- EEOG 02: Middle and Other Managers with the internal representation at 16.1% compared to the external national labour market availability at 17.6% with a gap of -2 and a severity gap of 91.4%
- EEOG 03: Professionals with the internal representation at 20.8% compared to the external national labour market availability at 25.0% with a gap of -70 and a severity ratio of 83.1%
- EEOG 08: Skilled Sales and Service Personnel with the internal representation of 33.3% compared to the external provincial labour market availability at 37.5% with a gap of -1 and a severity ratio of 88.9%
- EEOG 14: Other Manual Workers with the internal representation at 21.4% compared to the external local labour market availability at 24.2% with a gap of 0 and a severity ratio of 88.5%

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

- EEOG 04: Semi-Professionals with the internal representation of 11.0% compared to the external provincial labour market availability at 23.1% with a gap of -21 and a severity gap of 47.8%
- EEOG 05: Supervisors with the internal representation of 4.3% compared to the external local labour market availability at 13.3% with a gap of -2 and a severity ratio of 32.7%
- EEOG 11: Intermediate Sales and Service Personnel with the internal representation of 9.5% compared to the external local labour market availability at 19.1% with a gap of -2 and a severity ratio of 49.9%
- EEOG 13: Other Sales and Service Personnel with the internal representation of 4.0% compared to the external local labour market availability at 18.7% with a gap of -11 and a severity ratio of 74.7%

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

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

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation.

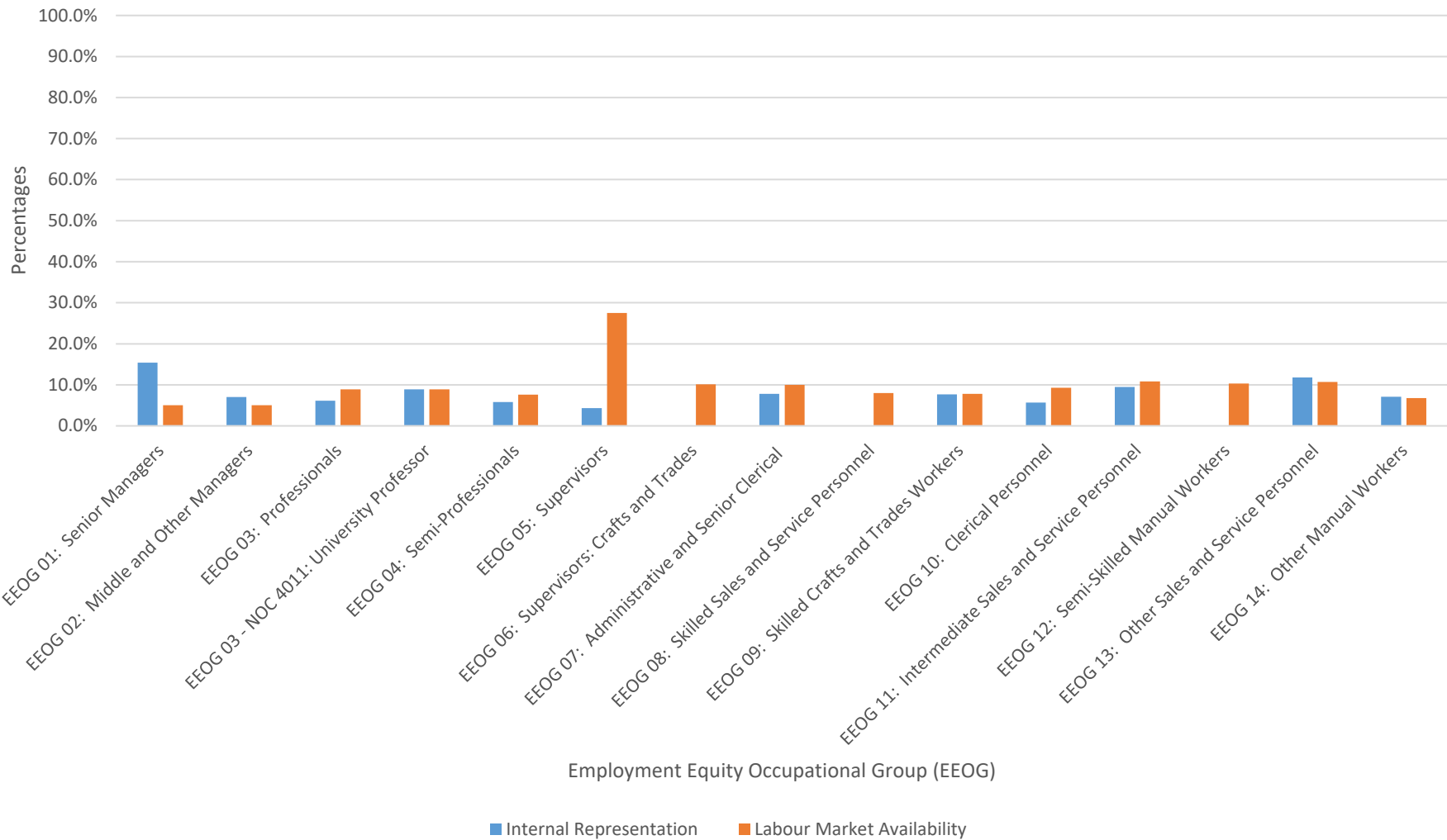
Out of the 14 EEOGs categories listed, 4 EEOGs is considered not significantly underrepresented, 4 groups are significantly underrepresented and 3 are not represented at all.

Internal Representation vs. External Labour Market Availability

Persons with Disabilities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Severity Ratio	Location of Recruitment
01: Senior Managers	15.4%	5.0%	1		National
02: Middle and Other Managers	7.0%	5.0%	3		National
03: Professionals	6.1%	8.9%	-46	68.4%	National
<i>4011: University Professors*</i>	8.9%	8.9%	9		<i>National</i>
04: Semi-Professionals	5.8%	7.6%	-3	76.5%	Provincial
05: Supervisors	4.3%	27.5%	-5	15.8%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	7.8%	10.0%	-6	77.5%	Windsor
08: Skilled Sales and Service Personnel	0.0%	8.0%	-1	0.0%	Provincial
09: Skilled Crafts and Trades Workers	7.7%	7.8%	0	98.6%	Provincial
10: Clerical Personnel	5.7%	9.3%	-4	61.7%	Windsor
11: Intermediate Sales and Service Personnel	9.5%	10.8%	0	88.2%	Windsor
12: Semi-Skilled Manual Workers	0.0%	10.3%	0	0.0%	Windsor
13: Other Sales and Service Personnel	11.8%	10.7%	2		Windsor
14: Other Manual Workers	7.1%	6.8%	0		Windsor

Internal Representative vs. External Labour Market Availability Persons with Disabilities



Internal Representation vs. External Labour Market Availability

Persons with Disabilities

Overall, persons with disabilities are significantly underrepresented at 6.8% (2020) in comparison to the national labour market availability at 9.1% (2017 CSD). There continues to be challenges with respect to 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 01: Senior Managers at 15.4%.

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

- EEOG 09: Skilled Crafts and Trades Workers with the internal representation of 7.7% compared to the external provincial labour market availability at 7.8% with a gap of 0 and a severity ratio of 98.6%
- EEOG 11: Intermediate Sales and Service Personnel with the internal representation of 9.5% compared to the external local labour market availability at 10.8% with a gap of 0 and a severity ratio of 88.2%

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

- EEOG 03: Professionals with the internal representation of 6.1% compared to the external national labour market availability at 8.9% with a gap of -46 and a severity ratio of 68.4%
- EEOG 04: Semi-Professionals with the internal representation of 5.8% compared to the external provincial labour market availability at 7.6% with a gap of -3 and a severity ratio of 76.5%
- EEOG 05: Supervisors with the internal representation of 4.3% compared to the external local labour market availability at 27.5% with a gap of -5 and a severity ratio of 15.8%
- EEOG 07: Administrative and Senior Clerical with the internal representation of 7.8% compared to the external local labour market availability at 10.0% with a gap of -6 and a severity ratio of 77.5%
- EEOG 10: Clerical Personnel with the internal representation of 5.7% compared to the external local labour market availability at 9.3% with a gap of -4 and a severity ratio of 61.7%

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 12: Semi-Skilled Manual Workers

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation.

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

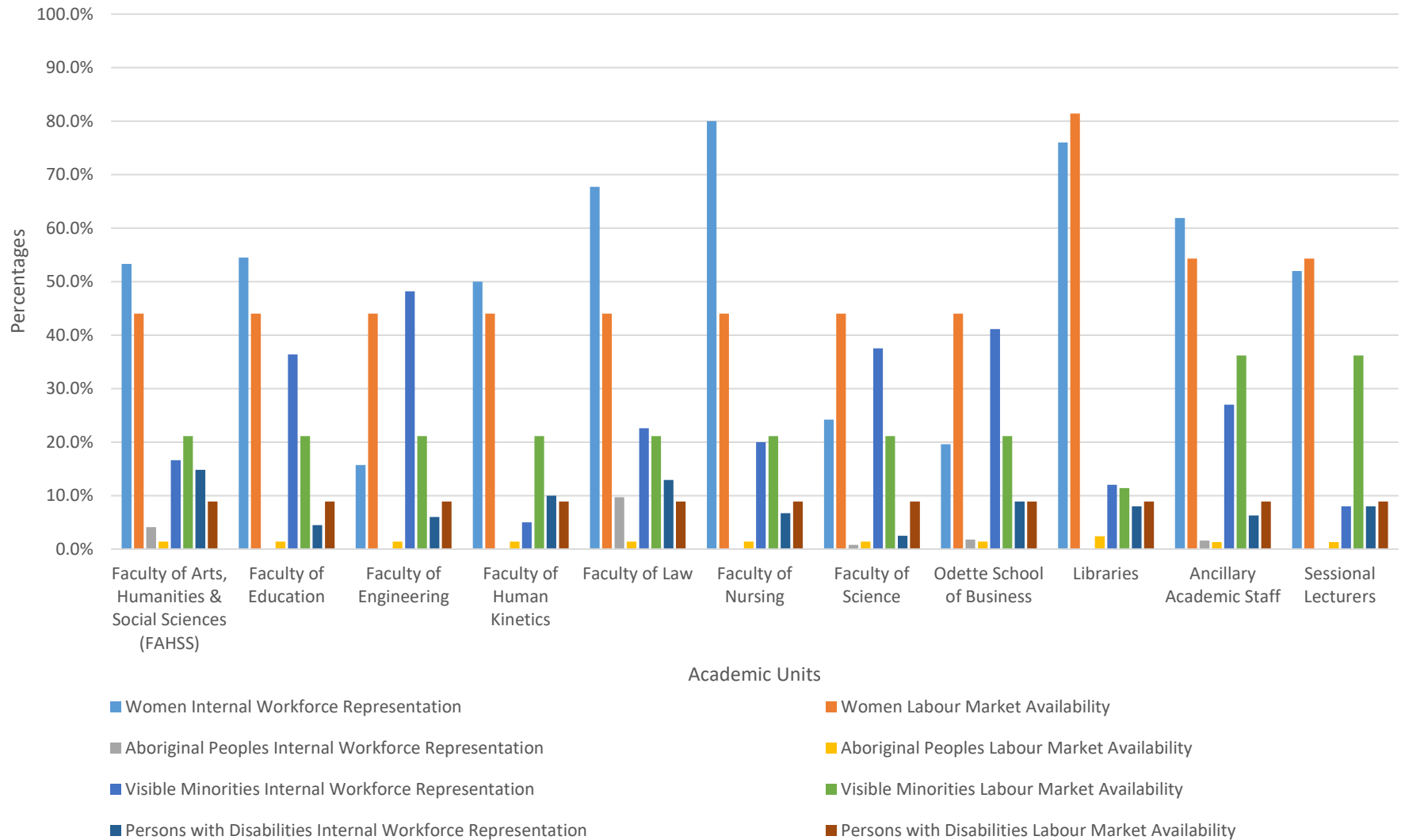
Designated Group Employment Equity Data Profile – Academic Units (Faculty)

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

(Note: the severity ratio indicates any gaps and underrepresentation in the designated groups)

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS (Faculty)												
	Women			Aboriginal Peoples			Visible Minorities			Persons with Disabilities		
	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio
Faculty of Arts, Humanities & Social Sciences (FAHSS)	53.3%	44.0%	--	4.1%	1.4%	--	16.6%	21.1%	78.7%	14.8%	8.9%	--
Faculty of Education	54.5%	44.0%	--	0.0%	1.4%	0.0%	36.4%	21.1%	--	4.5%	8.9%	50.6%
Faculty of Engineering	15.7%	44.0%	35.7%	0.0%	1.4%	0.0%	48.2%	21.1%	--	6.0%	8.9%	67.4%
Faculty of Human Kinetics	50.0%	44.0%	--	0.0%	1.4%	0.0%	5.0%	21.1%	23.7%	10.0%	8.9%	--
Faculty of Law	67.7%	44.0%	--	9.7%	1.4%	--	22.6%	21.1%	--	12.9%	8.9%	--
Faculty of Nursing	80.0%	44.0%	--	0.0%	1.4%	0.0%	20.0%	21.1%	94.8%	6.7%	8.9%	75.3%
Faculty of Science	24.2%	44.0%	55.0%	0.8%	1.4%	57.1%	37.5%	21.1%	--	2.5%	8.9%	28.1%
Odette School of Business	19.6%	44.0%	44.5%	1.8%	1.4%	--	41.1%	21.1%	--	8.9%	8.9%	--
Libraries	76.0%	81.4%	93.4%	0.0%	2.4%	0.0%	12.0%	11.4%	--	8.0%	8.9%	89.9%
Ancillary Academic Staff	61.9%	54.3%	--	1.6%	1.3%	--	27.0%	36.2%	74.6%	6.3%	8.9%	70.8%
Sessional Lecturers	52.0%	54.3%	95.8%	0.0%	1.3%	0.0%	8.0%	36.2%	22.1%	8.0%	8.9%	89.9%

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



Designated Group Profiles – Academic Units (Faculty)

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

University Professors (NOC 4011) (by Faculty)

- Women meet representation in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Education
 - Faculty of Human Kinetics
 - Faculty of Law
 - Faculty of Nursing
- Aboriginal peoples meet representation in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Law
 - Odette School of Business
- Visible minorities meet representation in the following Academic Units
 - Faculty of Education
 - Faculty of Engineering
 - Faculty of Law
 - Faculty of Science
 - Odette School of Business
- Persons with disabilities meet representation in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Human Kinetics
 - Faculty of Law
 - Odette School of Business

University Professors (NOC 4011) (by Faculty)

- Women are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Engineering
 - Faculty of Science
 - Odette School of Business
- 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

- Visible minorities are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Arts, Humanities and Social Sciences (FAHSS)
 - Faculty of Human Kinetics
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Academic Units
 - Faculty of Education
 - Faculty of Engineering
 - 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 76.0% compared to the external labour market availability of 81.4%. The representation of women is slightly underrepresented at 93.4%
- Women meet representation for Ancillary Academic Staff and slightly underrepresented at 95.8% for Sessional Lecturers
- There is no representation of Aboriginal peoples for Libraries and Sessional Lecturers. Ancillary Academic Staff meet representation.
- Visible minorities meet representation for the Libraries, however, there is significant underrepresentation for both Ancillary Academic Staff and Sessional Lecturers
- Ancillary Academic Staff is significantly underrepresented for persons with disabilities. Lastly, persons with disabilities are underrepresented for the Libraries and Sessional Lecturers.

Designated Group Profile – Academic Departments – FAHSS (Department)

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

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

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

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

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

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

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

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

Designated Group Profiles – Academic Departments

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

University Professors (NOC 4011) by departments

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

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

University Professors in the category (NOC 4011) by departments

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

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

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

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

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

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

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS (cont'd)				
	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Food Services	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
Human Resources	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation
Office of Human Rights, Equity and Accessibility	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
I.T. Services	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation
Institutional Analysis	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
International Student Centre	Meet Representation	Significant Underrepresentation	Underrepresentation	Meet Representation
Public Affairs & Communication	Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
Office of the Registrar	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Residence Services	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Student Accessibility Services	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
Student Health, Counselling and Wellness Services	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Office of Enrolment Management	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation

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

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF (cont'd)				
	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
University Secretariat	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
Office of Research and Innovation Services	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
Office of Student Experience	Meet Representation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation

Designated Group Profiles – Staff Units (Non-Faculty)

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

Staff Units (Non-Faculty) by departments

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

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

Staff Units (Non-Faculty) by departments

- Women are underrepresented, however, not considered significant per the severity ratio, in the following
 - Public Affairs and Communication
- Aboriginal Peoples are underrepresented, however, not considered significant per the severity ratio, in the following
 - Campus Community Police
- Visible Minorities are underrepresented, however, not considered significant per the severity ratio in the following Staff Units (Non-Faculty) Departments
 - I.T. Services
 - International Student Centre
 - Office of Student Experience
- Persons with disabilities are underrepresented, however, not considered significant per the severity ratio in the following Staff Units (Non-Faculty) Departments
 - Human Resources
 - Office of Enrolment Management
- Women are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Faculty) Departments
 - Campus Community Police
 - Facility Services
 - I.T. Services

- Aboriginal peoples are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Faculty) Departments
 - Alumni Affairs and Donor Communications
 - Bookstore
 - Career Development and Experiential Learning
 - Centre for English Language Development
 - Co-operative Education and Workplace Partnerships
 - Financial Accounting and Reporting
 - Human Resources
 - Office of Human Rights, Equity and Accessibility
 - I.T. Services
 - Institutional Analysis
 - International Student Centre
 - Office of the Registrar
 - Residence Services
 - Student Accessibility Services
 - Student Health, Counselling and Wellness Services
 - Office of Enrolment Management
 - Office of Research and Innovation Services
 - Office of Student Experience

- Visible minorities are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Faculty) Departments
 - Alumni Affairs and Donor Communications
 - Athletics and Recreational Services
 - Bookstore
 - Campus Community Police
 - Centre for Teaching and Learning
 - Co-operative Education and Workplace Partnerships
 - Facility Services
 - Food Services
 - Human Resources
 - Institutional Analysis
 - Public Affairs and Communication
 - Office of the Registrar
 - Residence Services
 - Student Accessibility Services
 - Student Health, Counselling and Wellness Services
 - Office of Enrolment Management
 - University Secretariat

- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Faculty) Departments
 - Alumni Affairs and Donor Communications
 - Budgets and Financial Services

- Campus Community Police
- Co-operative Education and Workplace Partnerships
- Financial Accounting and Reporting
- I.T. Services
- Institutional Analysis
- Office of the Registrar
- Residence Services
- Student Health, Counselling and Wellness Services
- University Secretariat
- Office of Student Experience

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

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF AFFILIATION GROUP				
	Women	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Unifor 195	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation	Meet Representation
Unifor 2458 Full Time	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Unifor 2458 Part Time	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
Unifor 2458 Engineers	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
CUPE 1001 Full Time	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
CUPE 1001 Part Time	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
CUPE 1393	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation
Managerial & Professionals	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
Executives	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation

Designated Group Profiles – Staff Affiliation Groups

The following explains what roles are under each affiliation group:

- Unifor 195 (includes campus community police and parking services)
- Unifor 2458 Full Time (office and clerical staff)
- Unifor 2458 Part Time (office and clerical staff)
- Unifor 2458 Engineers (stationary engineers and refrigeration mechanics)
- CUPE 1001 Full Time (food services, housekeeping and grounds)
- CUPE 1001 Part Time (food services, housekeeping and grounds)
- CUPE 1393 (skilled trades and technical staff)
- Managerial & Professionals (some directors, associate directors, managers, and non-union professionals)
- Executives (senior leadership)

Staff Affiliation Groups Representation

- Women meet representation in the following Staff Affiliation Groups
 - Unifor 2458 Full Time
 - Unifor 2458 Part Time
 - CUPE 1001 Part Time
 - CUPE 1393
 - Managerial & Professionals
 - Executives
- Aboriginal peoples meet representation in the following Staff Affiliation Groups
 - Unifor 2458 Engineers
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
- Visible minorities meet representation in the following Staff Affiliation Group(s)
 - Unifor 2458 Part Time
- Persons with disabilities meet representation in the following Staff Affiliation Groups
 - Unifor 195
 - Unifor 2458 Part Time
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
 - Executives

Staff Affiliation Groups

- There is no underrepresentation that are not considered significant per the severity ratio for Women
- Aboriginal Peoples are underrepresented, however, not considered significant per the severity ratio, in the affiliation group
 - Unifor 195
- There is no underrepresentation that are not considered significant per the severity ratio for Visible Minorities
- Persons with disabilities are underrepresented, however, not considered significant per the severity ratio, in the affiliation group
 - CUPE 1393
- Women are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 195
 - Unifor 2458 Engineers
 - CUPE 1001 Full Time
- Aboriginal peoples are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 2458 Full Time
 - Unifor 2458 Part Time
 - CUPE 1393
 - Managerial & Professionals
 - Executives
- Visible minorities are significantly underrepresented (including 0.0%) are found in the following affiliation groups
 - Unifor 195
 - Unifor 2458 Full Time
 - Unifor 2458 Engineers
 - CUPE 1001 Full Time
 - CUPE 1001 Part Time
 - CUPE 1393
 - Managerial & Professionals
 - Executives
- Persons with disabilities are significantly underrepresented (including 0.0%) area found in the following affiliation groups
 - Unifor 2458 Full Time

- Unifor 2458 Engineers
- Managerial & Professionals

Action Plans and Timelines in 2020

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

Note: Under the section “Status Update”, the status of the action plan in this report is updated as of December 2020. Any items that are in progress will be carried over to next year’s Action Plan, and the status will be updated on the Employment Equity Annual Report 2021.

Goal	Action Plan	Responsibility	Timeframe	Status Update
EE Data Management				
Review/Revise EE Exit Survey System	Review/Revise the Exit Survey	OHREA	Fall 2019-Winter 2020	Done
Update data on the Workplace Equity Information Management System (WEIMS)	Populate WEIMS data in 2019	OHREA, ITS	Winter 2020	Done
	Annualize salaries for sessional instructors (and other positions paid by contract/stipend)	OHREA, ITS	Fall 2020	Done
Review/Revise External Staff Applicant Self-identification process	Review/Revise Equity Matters form	OHREA, HR	Summer 2020-Fall 2020	Done
Review/Revise Faculty Academic Applicant Self-identification process	Review/Revise online job application form for academic positions	OHREA, OP, ORIS	Summer 2020	Done
EE STRUCTURE				
Review EECC and Related Committees	Review and chart roles and inter-relationships between committees within the EECC structure	OHREA, EECC	Fall 2020	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
Support and Reinforcing of Employment Equity/Procedures Assessors (EE/PA) System	Review/Revise EE/PA list and recruiting progress	OHREA, WUFA, OP	Fall 2020	Done
POLICIES, PRACTICES, PROCEDURES				
Review and prioritize various University policies for revision	Review/Revise Employment and Educational Equity policy	OHREA	Fall 2019-Winter 2021	In Progress
	Review various HR policies and determine if edits are needed as it relates to Employment Equity (EE)	OHREA	Fall 2020-Fall 2021	In Progress
	Review various Senate policies and determine if edits are needed as it relates to EE	OHREA	Fall 2020-Fall 2021	In Progress
INDIVIDUALIZED GOALS & TIMETABLES				
Union Goals & Timelines	Review collective bargaining agreements to identify possible gaps and barriers	OHREA, HR, OP, Bargaining Units	Fall 2020-Fall 2021	In Progress
	Provide assistance to individual bargaining units in exploring ways to encourage the involvement of designated group members in union positions	OHREA, Bargaining Units	Fall 2020-Fall 2021	In Progress
	Establish follow up meetings to review progress	OHREA, Bargaining Units	Fall 2020-Fall 2021	In Progress
REPORTING				
Employment Equity Annual Report	Complete the Employment Equity 2018 Report progress	OHREA	Winter 2020	Done
	Upload Employment Equity 2018 Report to OHREA website	OHREA	Summer 2020	Done
	Complete the Employment Equity 2019 Report progress	OHREA	Summer 2020	Done
	Upload Employment Equity 2019 Report to OHREA website	OHREA	Fall 2020	Done
UNIVERSITY WORKFORCE CENSUS				
Undertake a University-wide	Communicate/promote the month of EE Workforce Census through Daily News, e-mail,	OHREA	Fall 2020	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
Workforce Census 2020	websites, via committees, and to employees at large			
	Conduct Census Month Awareness campaigns to further promote the Census, answer questions, provide material on the progress as well as on EE in general	OHREA	Summer 2020	Done – all virtual online
	Administer Census throughout the month	OHREA	Fall 2020	Done
	Reminders for those who may not have completed the Census	OHREA	Late Fall 2020	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	Fall 2020	Postponed due to COVID
Employment Equity Online Training – Level 1	Draft Modules for online training	OHREA, PCEE	Winter 2020	Done
	Create online training in test development	OHREA, ITS, OOP	Fall 2020	Done
COMMUNICATION				
Diversity Advertising Avenues	Develop spreadsheet that lists various diversity advertising avenues that target specific underrepresented groups	OHREA	Fall 2020	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 2020	Done

Equity, Diversity, and Inclusion Highlights in 2020

COVID-19 Pandemic

The beginning of 2020 started with the announcement of a global pandemic of the coronavirus disease, known as COVID-19 pandemic. As the news of the virus spread world-wide, health officials cautioned citizens of the risk of infection and to follow strict health requirements to assure their safety. This led to the University making the decision to transition to an “essential services only model” as of March 18, 2020. This model moved employees who were able to work remotely, to do so and those that were deemed essential to work on campus with strict restrictions that followed the government and health officials’ rules. As more information and understanding of the virus evolved throughout 2020, so did the restrictions with the learning, teaching, research and working environments. Teaching and learning environments moved primarily online with on campus learning being limited. Follow this link to learn more about how the University addressed COVID-19 during 2020. <https://www.uwindsor.ca/coronavirus/>

Employment Equity Census 2020, “At UWindsor, UCount!”

A University-wide Employment Equity Census 2020³ was conducted during the fall 2020. The census invited all employees at the University to complete an employment equity self-identification survey. The census included two new additional questions on ethnic ancestry and racialized groups. The new questions provide disaggregated data on the federally designated group visible minorities. The census ran from November 2020 to December 2020. It was then further extended to February 2021 due to the challenges of reaching the standard 80% response rate.⁴ The information provided by the employees allows the University to obtain accurate and updated information on the University’s workforce and identify the scope of its diversity. It also serves as a reminder for employees to update their status if there are any changes. Employees are always welcome to update their status by accessing the survey from the employee portal⁵ or visiting the OHREA website⁶.

Anti-Black Racism Initiatives

In May 2020 a “significant shift in the global conversation surrounding anti-Black racism” rose when video footage of an African-American man, George Floyd, was murdered by a police officer during an arrest. The University of Windsor acknowledged its “failure to address the racial injustices on the University campus” and undertook a number of initiatives and commitments toward dismantling systemic oppression”. Follow this link to read more on the Anti-Black Racism website <https://www.uwindsor.ca/antiblackracism>

³ <https://www.uwindsor.ca/ohrea/190/employment-equity-census-2020-%E2%80%9Cuwindsor-ucount%E2%80%9D>

⁴ As of March 01, 2021, the census rate of return reached 70%. However, the overall rate of response (including the census and prior census responses) is over 90%.

⁵ myuwinfo.uwindsor.ca/

⁶ <https://www.uwindsor.ca/ohrea/56/employment-equity-survey>

Anti-Black Racism Initiatives Fund

The University announced a new initiative to help address the inequities when it comes to Black students at the University and that is the creation of the Anti-Black Racism Initiatives Fund. The fund is “intended to provide support for students, staff, and faculty driven activities in the short-term, while the taskforce does its work.” The fund “provides project and initiative funding, focusing on supporting teaching and curriculum change and development, research and faculty leadership, initiatives that will help us to learn to do better, and student opportunities.” Follow this link to read more on the Anti-Black Racism Initiatives Fund. <https://www.uwindsor.ca/dailynews/2020-11-12/new-initiatives-tackle-anti-black-racism>

Hiring 12 Black Scholars initiative

To address the underrepresentation of Black scholars, the University announced that they are committed “to hiring 12 Black faculty members by the end of the 2023 hiring cycle”. Follow this link to see the announcement as part of the Anti-Black Racism initiatives.

<https://www.uwindsor.ca/dailynews/2020-11-12/new-initiatives-tackle-anti-black-racism>

Equity, Diversity, and Inclusion in Research Policy

In response to the University’s commitment to equity, diversity and inclusion, the Office of Research and Innovation Services established an Equity, Diversity and Inclusion in Research Policy that “will support all research activities conducted at the University of Windsor and will work within the existing equity frameworks to ensure that the adoption of EDI principles is supported within the University’s research community.”⁷ To access the Equity, Diversity and Inclusion in Research Policy, follow this link <https://lawlibrary.uwindsor.ca/Presto/content/GetDoc.axd?ctID=OTdhY2QzODgtNjhIYi00ZWY0LTg2OTUtNmU5NjEzY2JkMWYx&rID=MjE5&pID=MjMy&attchmnt=False&uSesDM=False&rldx=MjE5&rCFU=>

EDI in STEM Student Awards

Looking to enhance equity, diversity and inclusion within student research, the Office of Research and Innovation Services “created two awards valued at \$500 each to be given to students in at STEM-related discipline who have demonstrated a dedication to and mastery of the principles of equity, diversity and inclusion.”⁸ Follow this link to read more on the award recipients.

<https://www.uwindsor.ca/research-innovation-services/659/student-edi-awards>

⁷<https://lawlibrary.uwindsor.ca/Presto/content/GetDoc.axd?ctID=OTdhY2QzODgtNjhIYi00ZWY0LTg2OTUtNmU5NjEzY2JkMWYx&rID=MjE5&pID=MjMy&attchmnt=False&uSesDM=False&rldx=MjE5&rCFU=>

⁸ <https://www.uwindsor.ca/dailynews/2020-09-30/awards-recognize-student-dedication-equity-stem-fields>

Conclusion

The year 2020 came with many challenges, obstacles, difficulties, and changes. The University had to approach things from a different perspective due to shutdowns and limited in-person face-to-face interaction caused by the COVID-19 pandemic. This also brought forward various opportunities that furthered equity, diversity, and inclusion. An example of this was the ability to offer many different online training, workshops, presentations, and events where employees were able to attend and more easily access speakers from other places in the world. Overall, there are changes, different approaches, and opportunities that can continue to help strengthen equity, diversity and inclusion within the University community.