



TO: Business Board

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AGENDA ITEM 3(b)

ITEM IDENTIFICATION:

Employment Equity Report 2011-2012

JURISDICTIONAL INFORMATION:

Vice-President Human Resources and Equity

OTHER ACTION TAKEN:

This is an annual report

ISSUE BRIEF:

The University prepares an Employment Equity report annually in compliance with our obligations under the Federal Contractors Program.

Key points from the report include:

- Requirements under the FCP require the University to provide numerical data on gaps in terms of representation and such data is included in the relevant tables in this report.
- Gap numbers and gap percentage illustrate the difference between the employer's internal workforce and those with minimum qualifications to be a candidate for a particular occupational group in the external workforce. For example, if the employer had four females hired in the "professor tenure stream" where only 10 people were in that internal employee group and there was an external availability of 50% women qualified for such a position, the employer would have a gap number of -1 and a gap percentage of 80%. Meaning women in this particular employee occupational group were under-represented by 20% in the employer's internal workforce when comparing to the external availability data. Under representation is considered significant when the gap number is greater than -3 and a gap percentage of less than 80%.

- The return rate for the Employment Equity Questionnaire in 2011 was 91% and the completed rate (those who chose to complete the survey rather than decline the survey) was 86%. There is a slight increase in returned surveys in comparison to last year, along with a slight increase for completed surveys.
- Our overall employee count dropped slightly in 2010-2011. This year however, we saw an increase in overall numbers of employees who identified as female, Aboriginal, visible minorities, persons with disabilities, and sexual minorities in comparison to last year's data.
- Programs and initiatives which support the employment equity plan are outlined in the report.

ACTION SOUGHT: For information only.