



TO: Academic Board
SPONSOR: Angela Hildyard, Vice-President Human Resources and Equity
DATE: April 5, 2011

AGENDA ITEM Employment Equity Report 2009-2010

ITEM IDENTIFICATION: Employment Equity Report 2009-2010

JURISDICTIONAL INFORMATION: Vice-President Human Resources and Equity

OTHER ACTION TAKEN: 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:

- New 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. The FCP has determined the manner in which the gap data is to be calculated.
- Gap numbers and gap percentage illustrate the difference between the employer's internal workforce and those with the minimum qualifications to be a candidate for a particular occupational group in the external workforce. Under representation is considered significant according to the FCP when the gap number is greater than -3 and the gap percentage is less than 80%.
- It is important to note that the Employment Equity survey is an optional self disclosure survey. Individuals who may "belong" to a designated group may choose not to disclose on the survey.
- The return rate for the Employment Equity Questionnaire in 2010 was 89% and the completed rate (those who chose to complete the survey rather than decline the survey) was 86.4%. There is a slight increase in returned surveys in comparison to last year, along with a slight increase for completed surveys.
- Eighty-one percent of all employees identify as belonging to one or more of the designated groups. While the purpose of employment equity is to provide equal opportunities for employment to designated groups, the University widens this lens to include focused attention on retention programming and initiatives to support our employees throughout the entire employment cycle.

- Among employee groups there is a slight decrease of 2% in the total number of women at the University. This decline is illustrated in the non-unionized staff group when compared to last year's numbers¹.
- Aboriginal and persons with disabilities experienced a minimal decrease (less than a percentage point) in total employee representation.
- Visible minorities and sexual minorities experienced a slight increase in total representation rates for all employee groups. There was an increase of 1.6% in those who disclosed as sexual minorities in the non-unionized staff group, where as visible minorities increased in all employee groups when compared to last year².
- Programs and initiatives which support the employment equity plan are outlined in the report.

ACTION SOUGHT: For information.

Governance path: To Academic Board on April 26, 2011; to Business Board on May 2, 2011.

¹ 2010 non-unionized women 49% compared to 2009 non-unionized women 56%. Total percentage of women at the university 2010 52% where as in 2009 54%.

² Non-unionized staff 2010 disclosed as sexual minorities 7%, 2009 disclosed 5.4%. Those disclosing as visible minorities in 2009- faculty 14.9%, librarians 12.2%, non-union staff 23.8%, and unionized staff 32.3%