

Employment Equity

Presentation to the Senate Educational Equity Committee

November 23, 2016



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QUESTION:

What does employment equity mean to you?

A Closer Look at the Contradictions: Saying Versus Doing in Canadian Organizations

Why do we continue to have this conversation 30 years after it began?

There are major contradictions between what organizations are saying about the importance of diversity and what they are actually doing.

A Closer Look at the Contradictions: Saying Versus Doing in Canadian Organizations

What Canadian Organizations Are Saying	What Canadian Organizations Are Doing



Legislative requirements

Achieving employment equity is part of “best practices” that guarantees an organization is accessing the best pool of available workers.

The University’s legal obligations to address the issue of inequities in employment also come from two key pieces of legislation that serve to guide us on how to achieve EE:

The *Ontario Human Rights Code (OHRC)*, and
The Federal Contractors Program (FCP)

The Ontario Human Rights Code and Employment Equity

Ontario Human Rights Code (OHRC)

In the area of employment, the *Ontario Human Rights Code* prohibits discrimination specifically on the following grounds:

race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability (Article 5)

Harassment in employment on all of the grounds is also prohibited.

OHRC: Constructive Discrimination

Constructive Discrimination is also prohibited:

A requirement, qualification or factor that is not discrimination on a prohibited ground but results in the exclusion, restriction or preference of a group identifiable by a ground (Article 11)

Unless the requirement is bona fide

AND

Cannot be accommodated to the point of undue hardship (considering cost, outside sources of funding and health and safety requirements.)



OHRC: Third parties

The *OHRC* includes a specific article addressing the requirements for third parties acting in the interest of an employer (employment agencies) to respect the *Code*.

Requires an understanding (by third parties) of:

- committee/community needs

- employment equity goals/requirements

- employment equity processes



What is the "Federal Contractors' Program" (FCP)?

- A program that ensures that organizations that do business with the Government of Canada achieve and maintain a workforce that is representative of the Canadian workforce population.
- Applies to provincially regulated employers with 100 or more employees that bid on or receive federal government contracts valued at \$1,000,000 or more;
- After being awarded a contract of \$1,000,000 or more, such employers are then required to develop and implement an employment equity program for their workforce.

What do we mean by "designated groups" in the FCP?

How may "equity groups" at Queen's differ from the FCP designation?

The Human Resources job postings include the following statement:

The University invites applications from all qualified candidates. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal peoples, persons with disabilities, and LGBTQ persons.

And...

- The Collective Agreement between Queen's University Faculty Association and Queen's University for example, names "designated groups" / "equity groups" at Article 24.1.1 :

"In accordance with the University's equity goals ...the University and the Association recognize the responsibility and the need to promote equity in the employment of women, visible minorities, aboriginal people, persons with disabilities, LGBTQ persons and such other groups as may be designated by legislation" (this statement adds a ground to those named in the FCP)

What are some of the measures of equality that indicate successful implementation of employment equity?

Representation

Occupational Distribution

Authority and Decision Making

Job Security and Tenure

Employment Conditions

Pay and Benefits

Designated Group Profile: Academic Positions, 2015

Queen's University	Total	Females	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Professors	51.3%	33.7%	1.4%	12.9%	4.3%
Adjunct Professors	24.1%	46.5%	1.5%	7.5%	4.3%
Post Doctoral Fellows	13.6%	32.4%	1.0%	32.8%	1.3%
Academic Assistants	6.2%	63.7%	0.0%	1.5%	0.7%
Librarians	2.0%	81.8%	0.0%	6.8%	9.1%
Archivists	0.3%	83.3%	0.0%	16.7%	0.0%
Total	100.0%	39.7%	1.3%	13.3%	3.6%
Canadian Workforce	100.0%	48.2%	3.5%	17.8%	4.9%
Canadian Workforce (Professors, NOC 4011)	100.0%	43.3%	1.3%	19.1%	3.8%

Designated Group Profile: Staff Positions, 2015

Queen's University	Total	Females	Aboriginal Peoples	Visible Minorities	Persons with Disabilities
Executives	2.1%	40.0%	0.0%	4.0%	4.0%
General Support	79.8%	73.2%	2.0%	5.0%	6.1%
PPS	11.6%	28.6%	1.8%	1.5%	2.9%
Library Techs	2.6%	89.5%	3.5%	8.8%	8.8%
Techs	4.1%	26.8%	4.1%	3.1%	7.2%
Total	100.0%	65.7%	2.0%	4.6%	5.8%
Canadian Workforce	100.0%	48.2%	3.5%	17.8%	4.9%

Summary of Gap Analysis

Category	Aboriginal	Visible	Persons with Disabilities
1. Senior Managers	0	0	0
4 2. Middle and Other Managers	11	-2	-1
06 3. Professionals	-47	-11	-20
6 4. Semi-Professionals and Technicians	-1	2	-3
5. Supervisors	7	3	1
6. Primary and Secondary Market Sales and Service Personnel	0	0	0
7. Administrative and Senior Clerical	0	0	0
8. Skilled Sales and Service Personnel	0	0	0
9. Clerical Personnel	0	0	0
10. Clerical Personnel	0	0	0
11. Clerical Personnel	0	0	0
12. Semi-Skilled Manual Workers	-1	0	0
13. Other Sales and Service Personnel	-36	-6	-10
(hiring goal)	39	-21	-232
		18	Overall gap

Measures of equity

If employees from the designated groups are not:

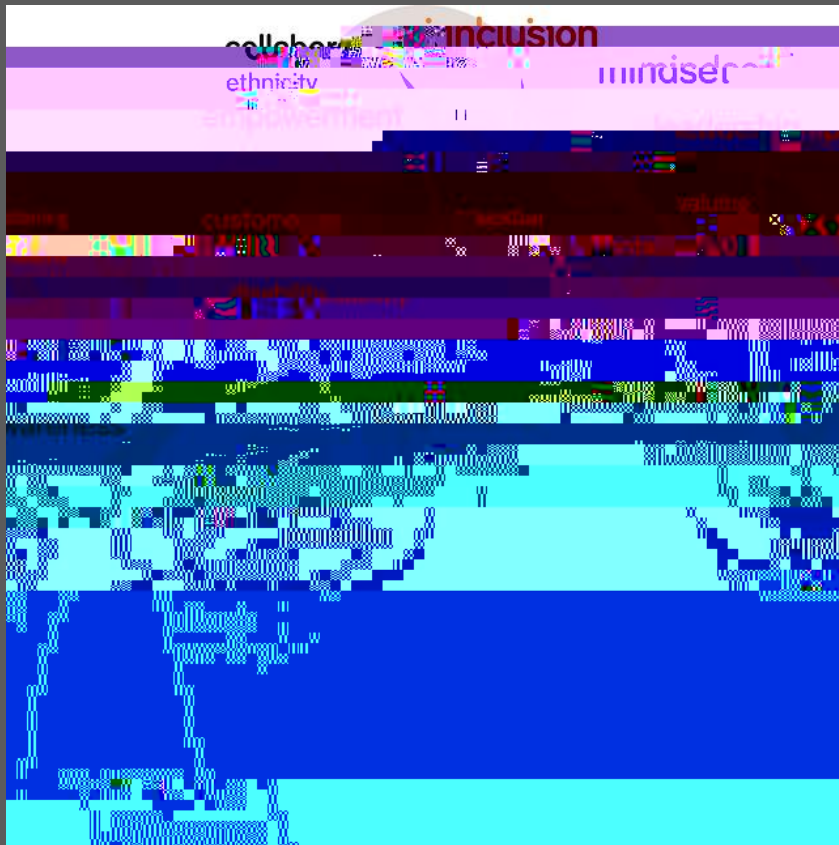
recruited,

hired

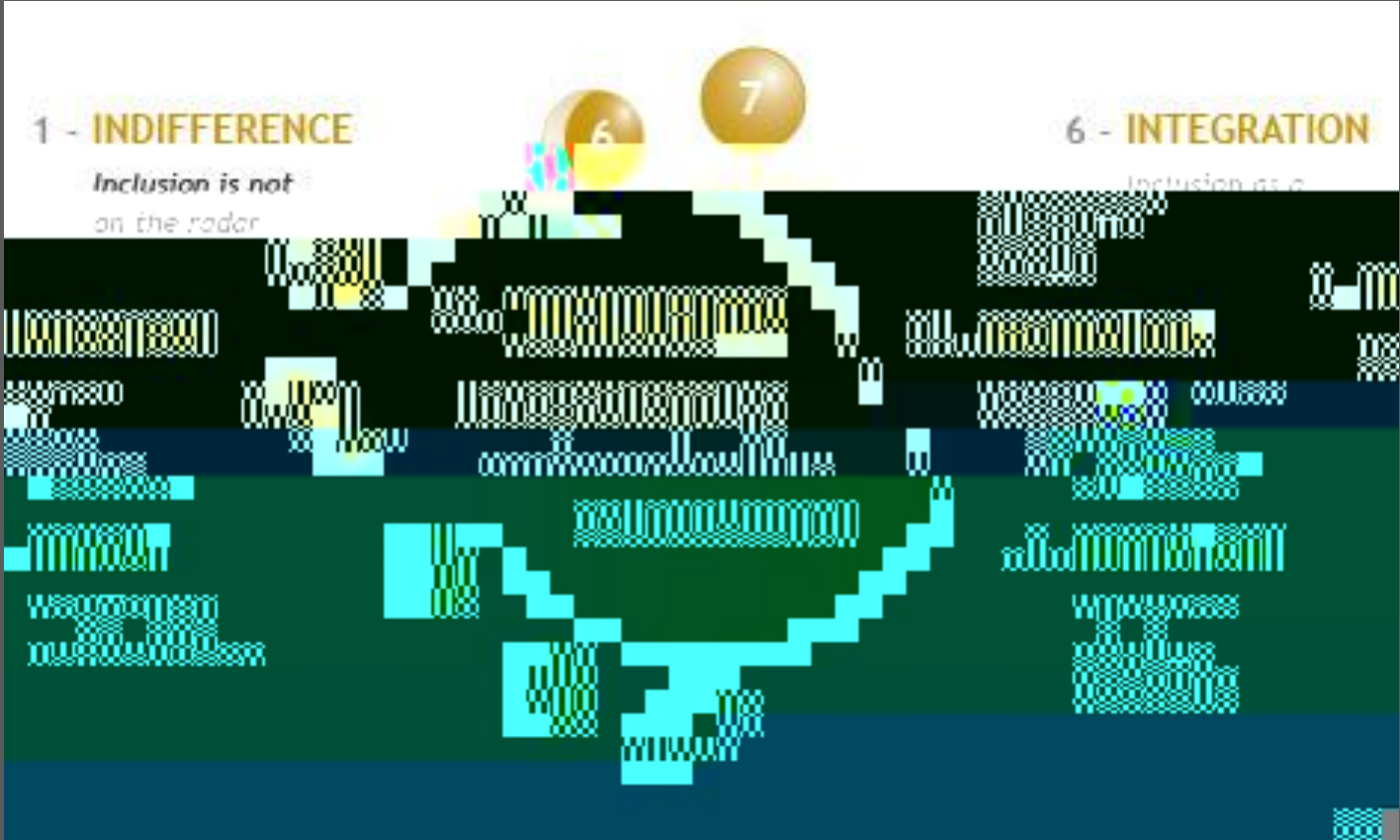
and retained

at a rate consistent with the general population this indicates possible barriers in the formal or informal employment policies and practices.

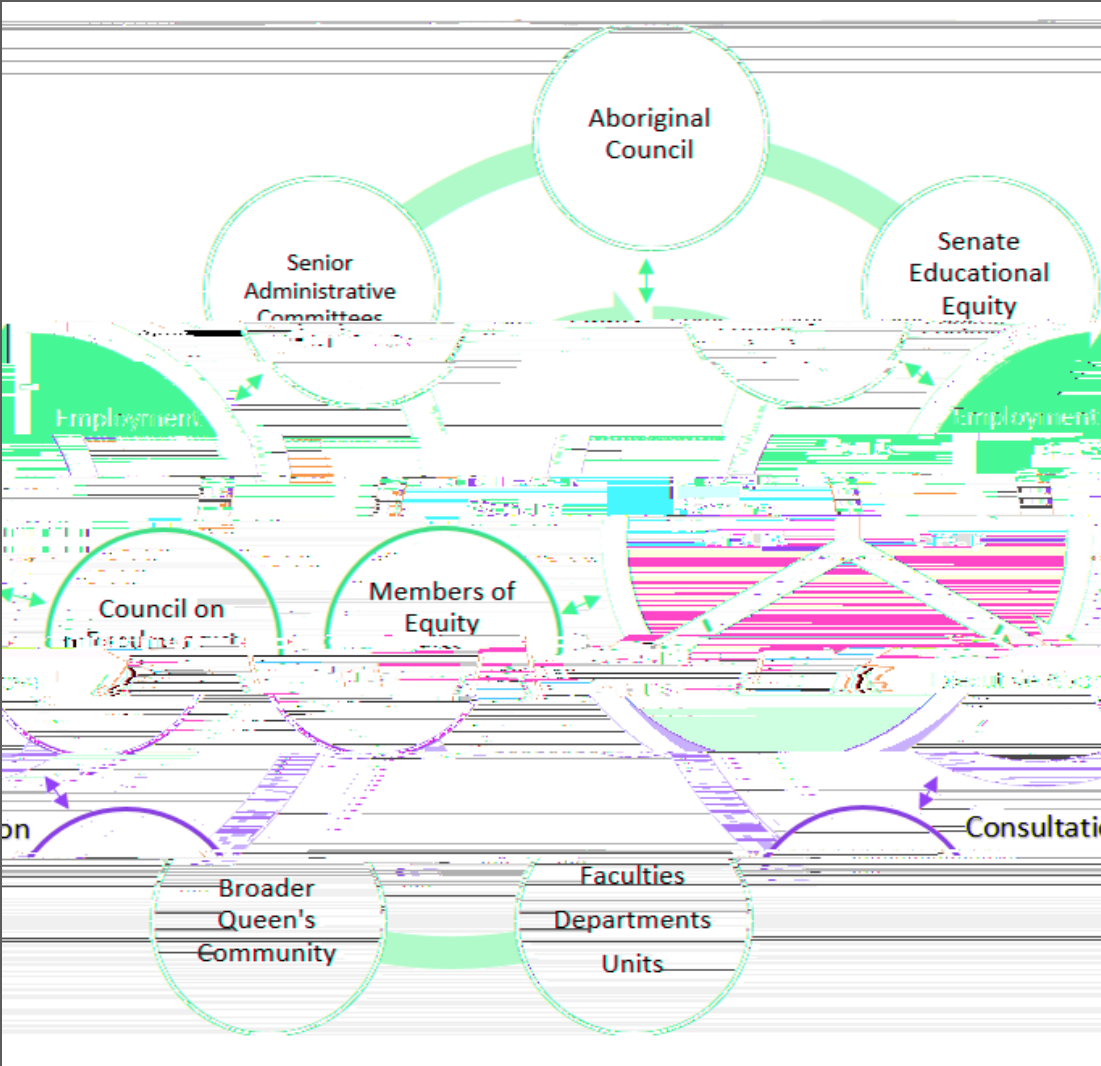
Diversity and Inclusion at Queen's



from . . . Aboriginal Human Resources Council



Employment Equity Framework



Equity & Diversity Initiatives at Queen's

ICOUNT Census Application (Faculty & Staff)

Employment equity hiring systems (Faculty)

Employment equity hiring system (Faculty & Staff)

Diversity & Equity Assessment & Planning Tool (DEAP)

Exit Surveys

Diversity to Inclusion Training Certificate Program (HR)

EE Training for Hiring Committees

ICOUNT Student Equity Census

Queen's University Quality Assurance Processes (QUQAP)

Tri-Awards

Achieving Equity Publications

Diversity and Equity Assessment and Planning (DEAP) Tool

