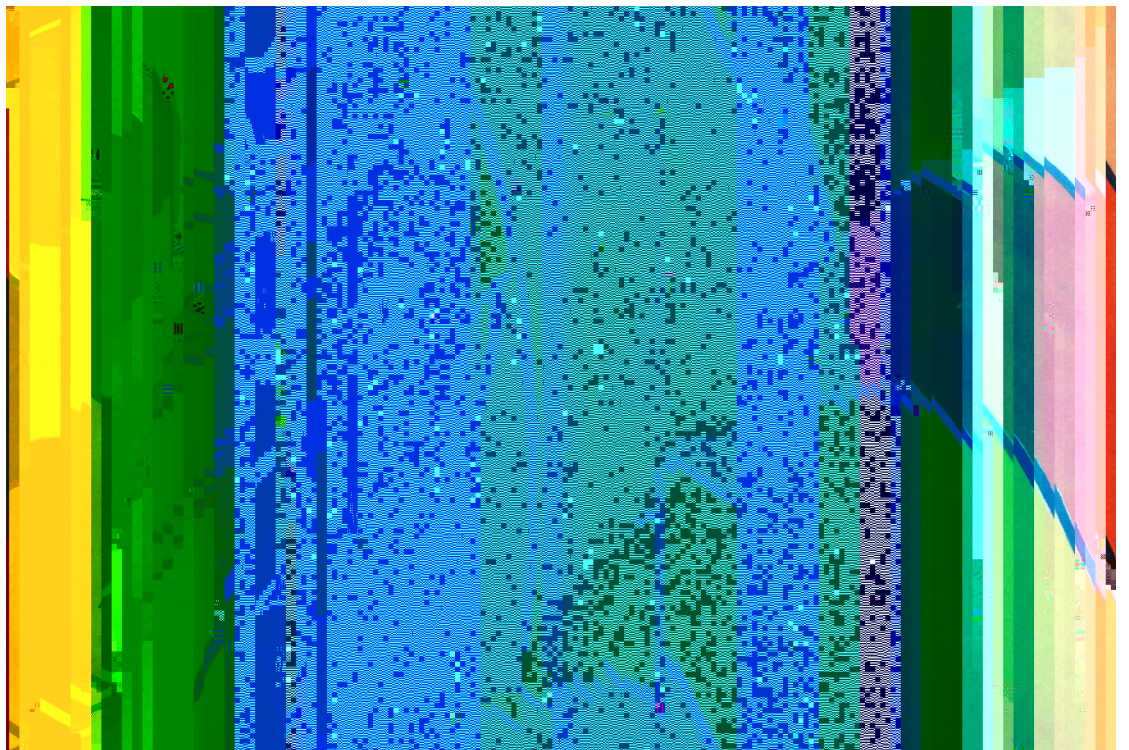


Equity at Queen's



Council on Employment Equity
Office of the University Advisor on Equity

Queen's University
May 2008

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Alternate formats of this booklet are available upon
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In 1984, Judge Rosalie Abella was commissioned by the Government of Canada to chair the Commission on Equality and Employment. The (1984) compared the composition of the actual workforce (Canadian employees working in Canada) to that of the available workforce (Canadians between the ages of 16-64).

It revealed the presence of deeply embedded discriminatory barriers that denied certain groups access to equal opportunity in the areas of recruitment, retention, promotion, accessibility, accommodation, compensation, benefits, pension plans and training opportunities. These groups were: women, Aboriginal persons, persons with disabilities and visible minorities (racialized persons).

The Commission made a series of recommendations to the government, including:

The (1986) is an Employment Equity program which

Equity Structure at Queen's

"Queen's University is committed to fostering an institutional culture which recognizes and respects the equal dignity and worth of all who seek to participate in the life, work and mission of the University, by developing policies, programs, practices and traditions which facilitate their free, safe and full participation and by eliminating direct, indirect and systemic discrimination, particularly against members of disadvantaged groups."

Queen's Employment Equity Policy

In 1997, the University created a three-part equity structure to help Queen's achieve Employment Equity. This structure is composed of the Office of the University Advisor on Equity (the "Equity Office"), the Council on Employment Equity (CEE) and the Senate Educational Equity Committee (SEEC).

_____ The Equity Office is charged with promoting the

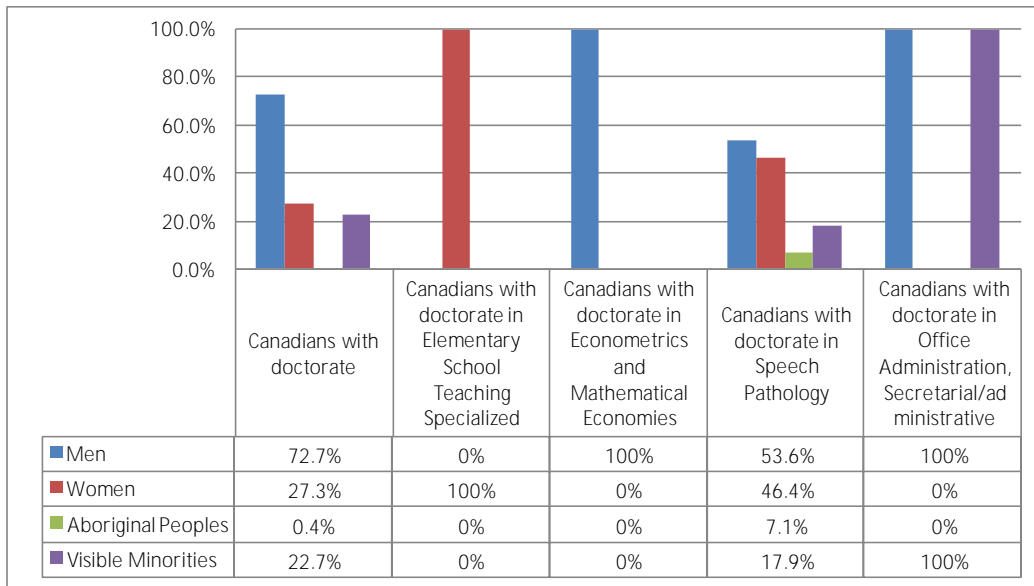
Nationally and at Queen's

Source: 2006 Canadian Census, 2006 PALS, 2009 Queen's Employment Equity Data Warehouse

Achieving equity in a workplace means attaining an employee population that reflects the representation of the four designated groups (Aboriginal persons, per-

A workplace whose overall population reflects the diversity of Canada would still not have achieved equity if the majority of employees from equity-seeking ("designated") groups worked in the lowest paying, least stable jobs. To ensure that members of designated groups obtain equal opportunity for success in all positions, the FCP requires that the University determine its designated group representation at either the Employment Equity Occupational Group (EEOG) or National Occupational Classification (NOC) occupational detail, depending on the occupation, then compare its internal designated group representation to that in the workforce at a specified level of occupational detail and geographic region (national, provincial or census metropolitan area):

Occupational Group	Occupational Detail	Geographic Region
4. Semi-Professionals and Technicians	NOC	Provincial
5. Supervisors	EEOG	Kingston
6. Supervisors - Crafts and Trades	NOC	Provincial
7. Administrative and Senior Clerical Personnel	EEOG	Kingston
8. Skilled Sales and Service Personnel	NOC	Provincial
9. Skilled Craft and Trade Workers	NOC	Provincial
10. Clerical Personnel	EEOG	Kingston
11. Intermediate Sales and Service Personnel	EEOG	Kingston
12. Semi-Skilled Manual Workers	EEOG	Kingston
13. Other Skilled Sales and Service Personnel	EEOG	Kingston
14. Other Manual Workers	EEOG	Kingston



Human Resources and Skills Development Canada.

Ottawa: Policy, Reporting and Data Development, Labour Standards and Workplace Equity, Operations Directorate,

Another statistical factor that presents a challenge to achieving equity is educational achievement. Across Canada in 2001, around one hundred thousand employees had a doctorate. 72.7% of those employees were men, 27.3% were women, 0.4% were Aboriginal persons and 22.7% were visible minorities. Given this educational achievement distribution, it is challenging for equity-seeking universities to meet their national employment equity goals for teaching faculty.

Within certain major fields of study, this challenge either increases or decreases. For example, consulting the chart above we can see that if Queen's wanted to hire a professor of Econometrics and Mathematical Economies, its pool of candidates would consist entirely of white males. On the other hand, if it needed an Elementary School Teaching Specialized professor, its pool of candidates would consist entirely of white women. Aboriginal candidates would be available in Speech Pathology, and male visible minority candidates would be abundant in the field of office administration (Secretarial/Administrative).

Council of Canadians with Disabilities www.ccdonline.ca

DAWN Ontario: Disabled Women's Network dawn.thot.net

Department of Canadian Heritage www.pch.gc.ca

Federal Contractors Program www.hrsdc.gc.ca/en/lp/lo/lswewe/programs/fcp/index-we.shtml

Office the University Advisor on Equity at Queen's www.queensu.ca/equity

Ontario Human Rights Commission www.ohrc.on.ca/

Ontario Human Rights Commission's Publication on the Duty to Accommodate www.ohrc.on.ca/english/publications/disability-policy_3.shtml

Queen's Ban Right Centre www.queensu.ca/dsao/ind/banright/index.htm

Queen's Council on Employment Equity www.queensu.ca/equity/cee.php

Queen's Four Directions Aboriginal Student Centre www.queensu.ca/dsao/4dasc/4D-1.htm

Queen's Human Resources www.hr.queensu.ca

Queen's Human Rights Office www.queensu.ca/humanrights

Queen's International Centre www.queensu.ca/quic/home.htm

Queen's Multicultural Calendar multiculturalcalendar.com/ecal/index.php?s=c-queen

Queen's University's Policy for Employees with Disabilities

[www.hr.queensu.ca/policies/personal/098f01RG03\(r\)10i80048005110.qwww](http://www.hr.queensu.ca/policies/personal/098f01RG03(r)10i80048005110.qwww)

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