

**EMPLOYMENT EQUITY:
BITS AND BITES**

Queen's University Workforce Data

Why do we collect this data?

The Federal Contractors Program (FCP) requires that organizations with 100 or

The Ontario government has introduced three new mandatory training modules related to accessibility requirements and human rights. Queen's launched the three new training modules in September 2014.

Most employees have completed Module 1: Accessible Customer Service training which was released in 2008. It is recommended that employees first complete Module 1, if they have not already done so, before completing the three new modules.

All employees must complete Modules 1 to 3. Employees who provide instruction must also complete Module 4: Accessible Instruction for Educators (AIE).

Queen's

Unit	CST	HR101	AF	AIE
Finance	100.0%	96.7%	95.1%	100.0%
Communications	96.7%	73.3%	66.7%	N/A
RMB Mining	100.0%	100.0%	100.0%	100.0%
Civil Engineering	91.4%	69.0%	80.0%	57.0%
Faculty of Law	76.0%	50.7%	56.0%	40.0%
Human Rights Office	100.0%	100.0%	100.0%	100.0%
Career Services	100.0%	84.6%	84.6%	N/A
Student Affairs	100.0%	85.7%	78.6%	50.0%
University Secretariat	100.0%	71.4%	71.4%	N/A

EQUITY IN THE COMMUNITY**Employee Resource Groups**

A new group at Queen's University seeks to provide professional development and mentorship programming specifically for young women.

Young Women at Queen's (YWQ) is part of the larger Employee Resource Group initiative developed with the goal of promoting the career development of equity seeking groups on campus. YWQ is the first of these groups to be launched and is coordinated by Meagan Suckling, a member of the marketing and communications team at the Faculty of Engineering and Applied Science.

"YWQ will provide women ages 20-35 with the resources and support that they need to perform their jobs effectively and evolve and grow into young and empowered leaders," Ms. Suckling says. "The group will aim to offer a platform for young women to exert influence and build a vibrant and innovative campus."

The ERG initiative is part of a university-wide strategic focus on talent management and is open to anyone who wishes to come forward and begin a group, especially in areas that are traditionally equity seeking. The only other university in Canada to establish such groups is the University of Toronto, which has a thriving LGBTQ ERG.