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Dear Queen's University Member:

Welcome to the fourth issue of Equity Matters at Queen's, a bi-monthly electronic newsletter from Queen's Equity Office.

The focus of this issue is Employment Equity. Employment Equity matters are important to all community member at Queen's to ensure that we are attracting the best in hiring and retaining faculty and staff. In addition, employment equity is a federally regulated responsibility. This issue of Equity Matters provides a history of employment equity and a look at employment equity at Queen's.

The articles included here explain our role within employment equity and highlights the University's commitment to creating an inclusive environment at Queen's. In the "Equity Bits and Bites: Facts about the FCP" section, we provide a description of what the FCP is, as well as looking employment equity rates at Queen's. In the section titled, "Equity in Focus: History of Employment Equity in Canada", we provide a timeline of employment equity over the years with a specific focus on pertinent legislation. And finally in the section titled, "Equity in the Community", we highlight our upcoming certificate program that is being offered through Human Resources to staff, faculty and graduate students. This certificate program is a great way to gain professional development while also contributing to the advancement of employment equity at Queen's, through enhancing cross-cultural dialogue and fostering an environment of inclusion.

Thank you for taking the time to read our newsletter; we invite you to share your comments and suggestions for future topics. Please contact us at equity@queensu.ca

- The Equity Office at Queen's University

In This Issue

Employment Equity Bits and Bites: Federal Contractors Program

Equity in Focus: History of Employment Equity in

3. Consult and collaborate with bargaining agents and/or employee representatives.
4. Collect workforce information.
5. Complete a workforce analysis.
6. Complete an employment systems review.
7. Establish short-term and long-term goals.
8. Adopt measures to remove barriers.
9. Adopt special measures, positive policies and practices and reasonable accommodation measures.
10. Adopt monitoring procedures.
11. Make reasonable efforts and achieve reasonable progress.
12. Review and revise the employment equity plan.

How do we adhere to the FCP?

Compare the representation of each designated group in each occupational group of the employer's workforce to the "external availability in the Canadian workforce" (In the case of Academic appointments, the QUFA CA states the Canadian Population)

The following table summarizes the representation rates for members of the designated groups at Queen's University from 2006 to 2011.
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launched a voluntary Affirmative Action Program aimed at private industry. Then in 1979, federal contractors and Crown corporations were included and the program was administered through the Canada Employment and Immigration Commission. The targeted groups were: Aboriginal peoples; Blacks in Nova Scotia; persons with disabilities; and women.

The 1980s became a significant decade for employment equity within Canada. In 1980, a pilot Affirmative Action Program was established in three federal government departments: Canada Employment and Immigration Commission; Secretary of State; and Treasury Board Secretariat). In 1983, this initiative was extended to all departments within the federal public service. The groups targeted were: Aboriginal peoples; persons with disabilities; and women. These voluntary affirmative action programs however, did not bring about any significant change in employment opportunities for the targeted groups. Therefore, in 1983, The Royal Commission on Equality in Employment was established to address the lack of progress experienced through voluntary affirmative action programs. The Commission was instructed to "explore the most efficient, effective and equitable means of promoting equality in employment" for the four designated groups: women, Aboriginal peoples, persons with disabilities, and visible minority persons.

1984 became a significant year in the establishment of employment equity in Canada. Judge Rosalie Abella released the Commission's report and coined the term Employment Equity to describe the Canadian approach to dealing with employment disadvantage. In June 1985, the federal government responded to the Commission's report by introducing Bill 62; a Bill with respect to Employment Equity. In addition, Section 15 of the Charter of Rights and Freedoms came into effect, further strengthening the idea of workplace equality. This 'Equality Rights' section contains protection against discrimination and makes a provision for special affirmative action programs. Subsection 15(2) acknowledges that equality requires conditions of disadvantage to be addressed. This means that the argument that employment equity is 'reverse discrimination' is not legally valid. Employment equity does not target individuals or groups for exclusion, as does discrimination; rather, employment equity seeks to include groups that are proven to have been excluded in the past. In 1986, The Employment Equity Act, which included the federal contractors program, was passed. The purpose of the act is to 'achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability

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covers private sector employers under federal jurisdiction as well as almost all employees of the federal government. With the changes and amendments in this act, the current Federal Contractors Program (FCP) came about.

The Essentials of Sexual/Gender Diversity in the Workplace and Beyond
Employment Equity: Beyond Compliance
Accommodation: (Dis)-Ability, Faith, Gender and More...

Elective Courses

Anti-oppression in the workplace
Cross Cultural Competency Training
Positive Space Training
Sexual and Gender Violence and Harassment in the Workplace
Gender Equality: How Far Have We Come?
Anti-racism 101
First Response Human Rights Training

Mandatory Online Courses

Accessibility Customer Service Training
Human Rights 101 Training

Alternate Format of our Newsletter is available upon request



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