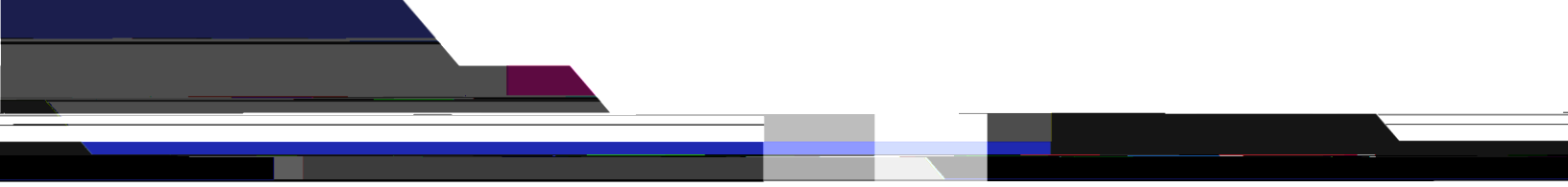



2023





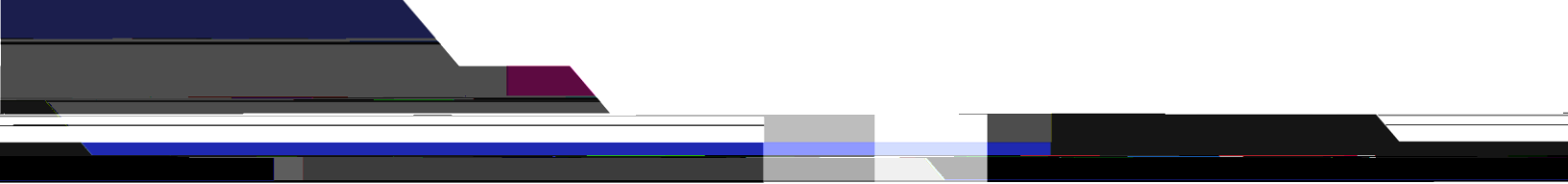


discrimination in any term or condition of employment, Article 24 which recognizes the need and responsibility to promote employment equity, and Appendix O, which allows members of Indigenous ancestry to request the inclusion of non-members on RTPC committees.

The procedures outlined in Article 24 of the CA allow the HREO to track designated group member participation through the hiring process.¹ This is not intended to allow the HREO to police the process but, rather, to assist committees in meeting their obligations with respect to equity in appointments and promotions and to carry out systemic monitoring in order to identify ways of improving equity. Currently, the process is as follows:

1. **Approval and Committee Formation:** Once the Dean (or the Department Head in the case of Term Adjuncts) has given a department or unit approval to hire a new faculty, librarian or archivist, the Unit must establish an Appointments Committee. Every member of this committee must complete a “familiarization and training workshop” offered by the HREO. This workshop covers the “principles, objectives, recent history, best practices and rules and institutional expectations with respect to employment equity.” (Article 24.2.1).
2. **Role of the Employment Equity Representative:** In addition to the above training, one







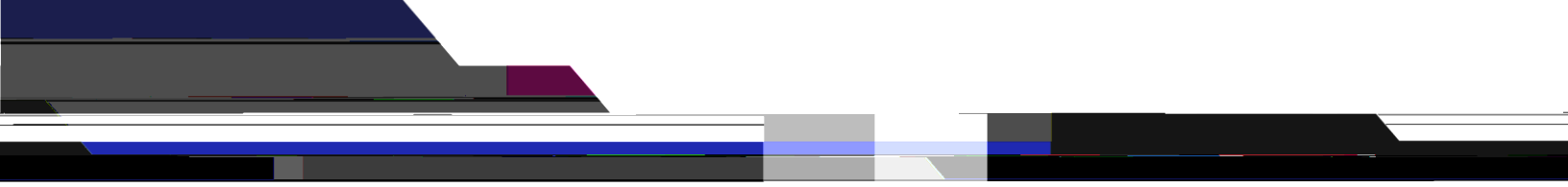
SECTION 2: DATA COLLECTION

DATA COLLECTION PROCESS

The data for this report is meticulously gathered from multiple sources to ensure accuracy and completeness. The initial data is derived from PeopleSoft HR using a specific query that identifies individuals with the union code 'OFA'. The data is then filtered based on Start Date and Action variables, focusing on hires and rehires with start dates in 2023.

Despite these efforts, the data may not reflect the actual number of hires. This discrepancy can be attributed to several factors, including the way departments enter hiring data into PeopleSoft. There are instances where departments create PeopleSoft records for new hires months after the actual hiring date. These delays prevent us from






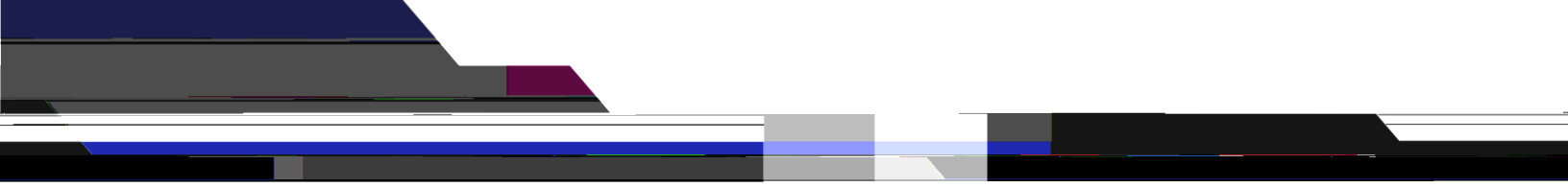


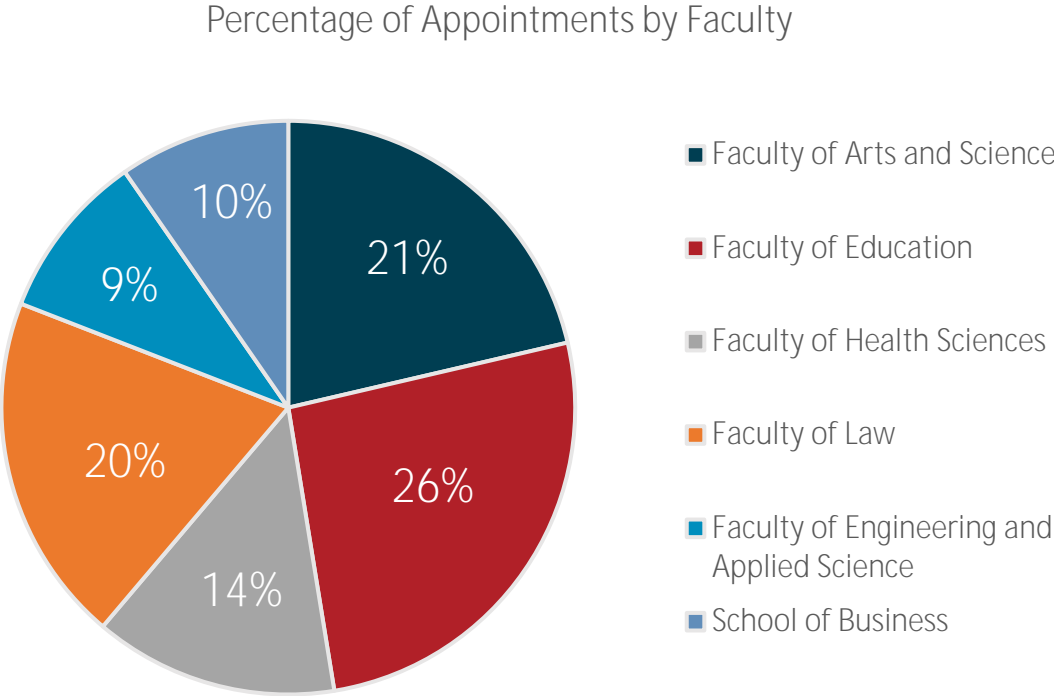
Table 2





In 2023, 21% of new QUFA faculty hires were in the Faculty of Arts and Science and 20% of new QUFA faculty hires were in the Faculty of Law (Chart 1). This illustrates the importance of compliance in these Faculties in order to increase the overall compliance rate.

Chart 1: Percentage of Appointments by Faculty



With respect to the recruitment process, the HREO can only report on the data extracted from self-identification questionnaires that have been returned by applicants that applied to advertised positions and had a QEAP record (i.e. 197 appointments out of the total 483, 102 QEAP competitions). There were 77 appointments where the position was advertised; however, no QEAP process was initiated; therefore, self-identification forms were not sent to applicants. The result is that information regarding applicants to Queen’s for all searches is unavailable for review and analysis. To remedy this for future years, discussions have already occurred with the specific departments that were non-compliant in 2023. For those appointment processes that followed the employment equity reporting procedures, the response rate for the self-identification questionnaires was 82.1%, a significant increase from 2020 (66.7%).






Table 5, however, allows us to review self-identification after employees start their position. It includes all the new hires (n=425), including those hired through competitions that were not compliant with an employment equity process. Self-identification for new hires is determined through the



Table 6 breaks down new faculty hires by type. We see from this data that Tenure/Tenure Track positions are meeting workforce availability targets for women and racialized persons but not for persons with disabilities and Indigenous peoples (most underrepresented). Term adjunct positions meet the workforce availability percentage for professors for women, racialized persons, and Indigenous peoples; however, representation of persons with disabilities in Term Adjunct positions remains below the workforce availability percentage for professors.

Table 6: New Hires, Designated Group Representation Rates, by Rank


Appointees (After hired)	Women	Racialized Groups	Indigenous Peoples	Persons with disabilities
Tenure, Tenure/Track, Non-Renewable, Special Appointment (Academic)	51.4%	29.7%	0.0%	*
Adjunct	55.3%	21.1%	2.8%	5.9%
Workforce Availability, NOC 4011 (Professors)	44.0%	21.1%	1.4%	8.9%

*Suppressed for privacy reasons.

Table 7 further breaks down new term adjunct faculty hires by whether they had a posting







Racialized persons are the third most under-represented group and account for 21.3% of the Queen's academic positions. This falls short of the percentage of the Canadian Workforce population (26.8%); however, it meets the percentage of University Professors (21.1%).

The percentage of **women** in academic positions at Queen's continues to increase with each report and meets both the Canadian Workforce population (48.2) and the percentage of University Professors (44.0%).

For additional comparator data please visit [Equity Services website](#).

Although we have seen improvements in representation for all groups from 2008 to 2023, the data shows that for some designated groups we often see a plateau which continues to contribute to gaps in representation, particularly as national workforce demographics shift. Queen's needs to continue to monitor the progress and focus on increasing the representation



SECTION 5: TRAINING

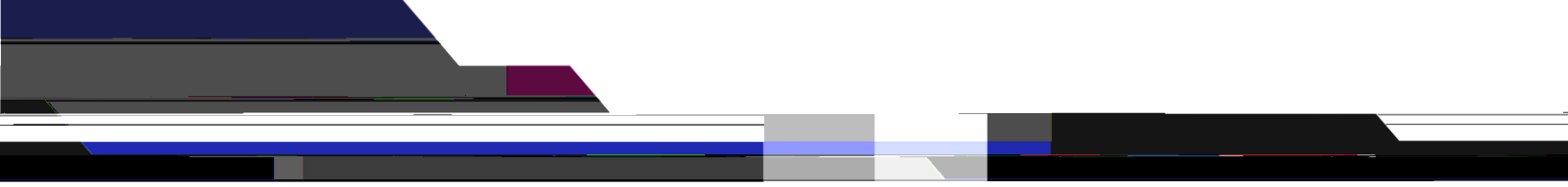
Article 24 of the CA requires that members of all appointments committees successfully complete a familiarization and training workshop that covers the “principles, objectives, recent history, best practices, and rules and institutional expectations with respect to employment equity.” (Article 24.2.1). Workshops are provided by the Human Rights and Equity Office.

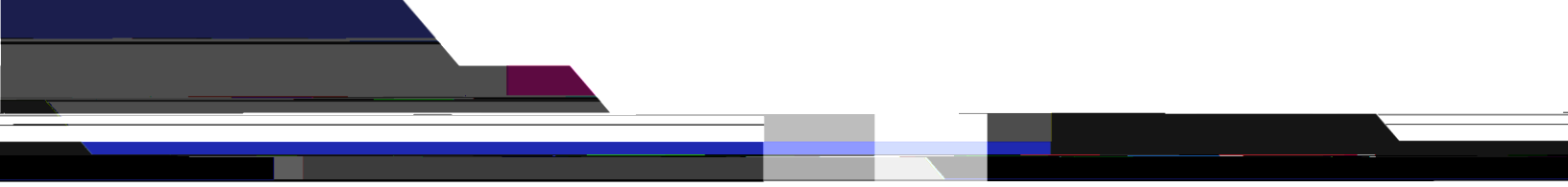
For 2023, the HREO primarily provided virtual sessions through Zoom and Microsoft TEAMS. There were 255 members of appointment committees that participated in these training sessions.. There were seventeen (17) sessions; 9 sessions were General Training for Appointments and RTPC Committee members; 8 sessions were Employment Equity Representative Trainings.

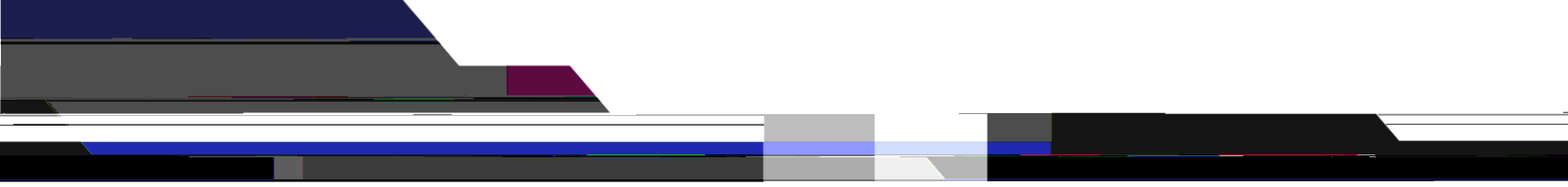
Each member of every Appointments and RTPC committee must have the requisite equity training before the committee convenes. If any individual lacks the required training, the committee is deemed to be non-compliant with the training portion of the CA obligations. Some flexibility is allowed if only a short time elapses between the formation of a committee and the training as long as the committee has not undertaken substantive work during that time.


Table 9 indicates compliance with employment equity training by each Faculty or School. In total, there were 7 appointment committees with members who lacked the required training. Please note that a single committee may be responsible for multiple hires with one committee member that does not have the required training. The overall compliance rate with training w g0 G(on o)3(ianc)-2(e)4(-)3











Moving forward, efforts to ensure comprehensive equity reporting across all committees will further enhance our achievements in promoting diversity and equity within our organization. By continuing to refine our practices and uphold our standards, we can build a more inclusive academic environment for all members of our community.

