



University  
of Windsor

# Employment Equity Annual Report 2022



Office of Human Rights, Equity and Accessibility  
(OHREA)

[www.uwindsor.ca/ohrea](http://www.uwindsor.ca/ohrea)

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# Introduction

## University of Windsor

The University of Windsor is located in the Traditional Territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi.

The city of Windsor is one of the most culturally diverse cities in the country,<sup>1</sup> and the University strives to reflect diversity throughout the campus community. The University is comprised of two campuses. The main campus can be found near the Ambassador Bridge and the downtown campus is situated in the city of Windsor's downtown core.

The University is a comprehensive research and teaching institution with more than 16,000 students<sup>2</sup> and over 2,300 faculty and staff employees.

## University of Windsor Commitment to Equity, Diversity, and Inclusion

The University of Windsor is committed to employment equity by continuously striving to meet or exceed its obligations to key requirements in accordance with the Federal Contractors Program (FCP) and following the guiding principles of the Employment Equity Act and its regulations.

The University's Employment & Educational Equity Policy states, "The University of Windsor is committed to providing an environment within which employment and educational equity can be achieved."<sup>3</sup> The commitment is strengthened by the University's policies, practices, and procedures and most importantly, the support and dedicated hard work of its employees both academic and non-academic.

The University furthers its commitment to employment equity, diversity, and inclusion within its teaching, learning, research, and work environments. To support this commitment, the University provides resources, funding, tools, and training throughout the academic and non-academic units. It is the University's goal to achieve and maintain an equitable, diverse, and inclusive University campus community, which is reflective of the diverse student population, city of Windsor, and global society.

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<sup>1</sup> <https://www.citywindsor.ca/business/physician-recruitment/Live/Pages/Diversity-.aspx>

<sup>2</sup> <http://www.uwindsor.ca/about-the-university>

<sup>3</sup> [UW Employment and Educational Equity Policy Final2021-2.pdf](#)

## **Federal Contractors Program (FCP)**

In 2013 there were changes to who does the FCP apply to. One of the changes was an increase in the contract threshold from \$200,000 to \$1,000,000.<sup>4</sup> As a result, the University of Windsor is no longer a signatory to the FCP. However, the University is committed to being 'FCP-ready' and remaining compliant with key aspects of the FCP.

The key FCP requirements are:

- Collecting and maintaining workforce information, including representation of the four designated groups.
- Conducting a workforce analysis.
- Establishing short-term and long-term goals with action items that will identify and remove any potential employment barriers.
- Making reasonable progress and reasonable efforts toward achieving these goals.

## **Workforce Representation**

### **Designated Groups**

At the University of Windsor, the definitions and terminology used for the four federally designated groups are in accordance with the Employment Equity Act and Federal Contractors Program.

The four federally designated groups are as follows:

- Indigenous/Aboriginal Peoples.
- Persons with Disabilities.
- Racialized People/Visible Minorities.
- Women.

In addition, sexual/gender minorities are recognized as a fifth designated group at the University. Sexual/gender minorities are not reported in this report, as currently there is no external workforce availability comparator to identify gaps and underrepresentation. Therefore, there is an inability to conduct a workforce analysis for this group. However, the designated group sexual/gender minorities are recognized in all aspects when considering employment equity, diversity, and inclusion.

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<sup>4</sup> <https://buyandsell.gc.ca/policy-and-guidelines/policy-notifications/PN-50R1>

## **Internal Representation and External Workforce Availability of Designated Groups**

The report draws on data as of December 2022. It provides a snapshot of the internal representation of the four federally designated groups within the University's faculty and staff employees. The internal representation is drawn from the most updated University of Windsor workforce census, and subsequent data on new hires, terminations, retirements, and status changes. Using the guidelines provided through the FCP, the University's internal representation is the collection of the following:

- Permanent full-time employees.
- Permanent part-time employees.
- Temporary limited-term appointments greater than 12 weeks.
- All sessional instructors.

The following are not included:

- Student employments.
- Casual employees.
- Unpaid employments.
- Temporary appointments fewer than 12 weeks.

The external workforce representation data are derived from the most current employment equity-related Statistics Canada data. For three of the four designated groups (Indigenous/Aboriginal peoples, racialized people/visible minorities, and women), the data for this report are derived from the 2016 Canadian Census. For the designated group persons with disabilities, the data are derived from the 2017 Canadian Survey on Disabilities (CSD).

## **Employment Equity Occupational Groups (EEOGs)**

Employment Equity Occupational Groups (EEOG), as shown on page 11 of the report, is the overall employment workforce within the organization that is divided into fourteen job categories and categorized by hierarchy. Each EEOG is then broken down into specific occupational groups called "National Occupational Classification" (NOC) codes. In the report, in addition to the EEOGs we include the NOC 4011 for University Professors.

## **Reporting**

The report looks at the workforce representation of the internal representation percentages of academic and non-academic employees at the University of Windsor compared to the external workforce availability labour pool percentages of the four federally designated groups. Details of the report analyze the statistical representation within the Employment Equity Occupational Groups (EEOG), National Occupational Classification (NOC) 4011 for University Professors, Academic Units (faculty/departments), and Non-Academic Staff Units (departments/affiliation groups).

## Gaps, Severity Ratio, and Significant Underrepresentation

The report further identifies and highlights any gaps and significant underrepresentation that may be present in the designated groups.

**Gaps and Underrepresentation** are identified when the internal representation is less than the external workforce representation, resulting in a negative number.

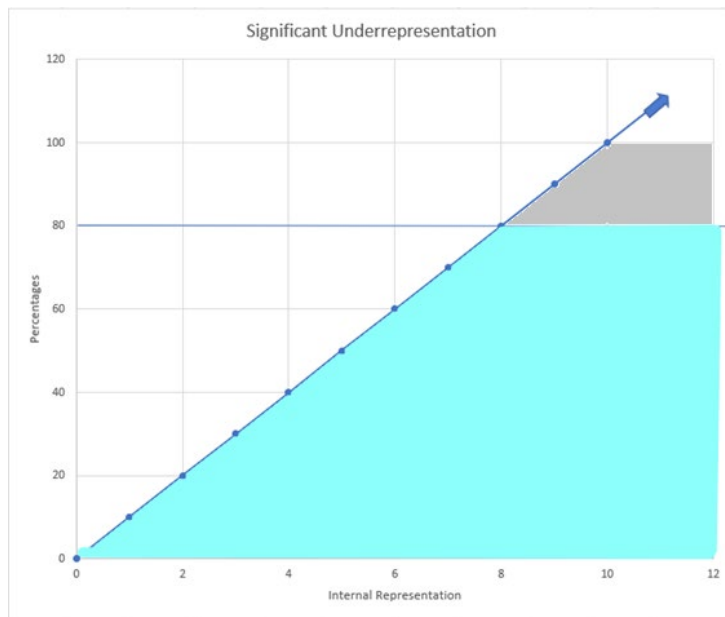
**Severity** determines how significant the underrepresentation is of the gap.

**Severity Ratio** is measured by calculating a percentage of how close the internal representation for an employment equity designated group is to the external workforce representation.

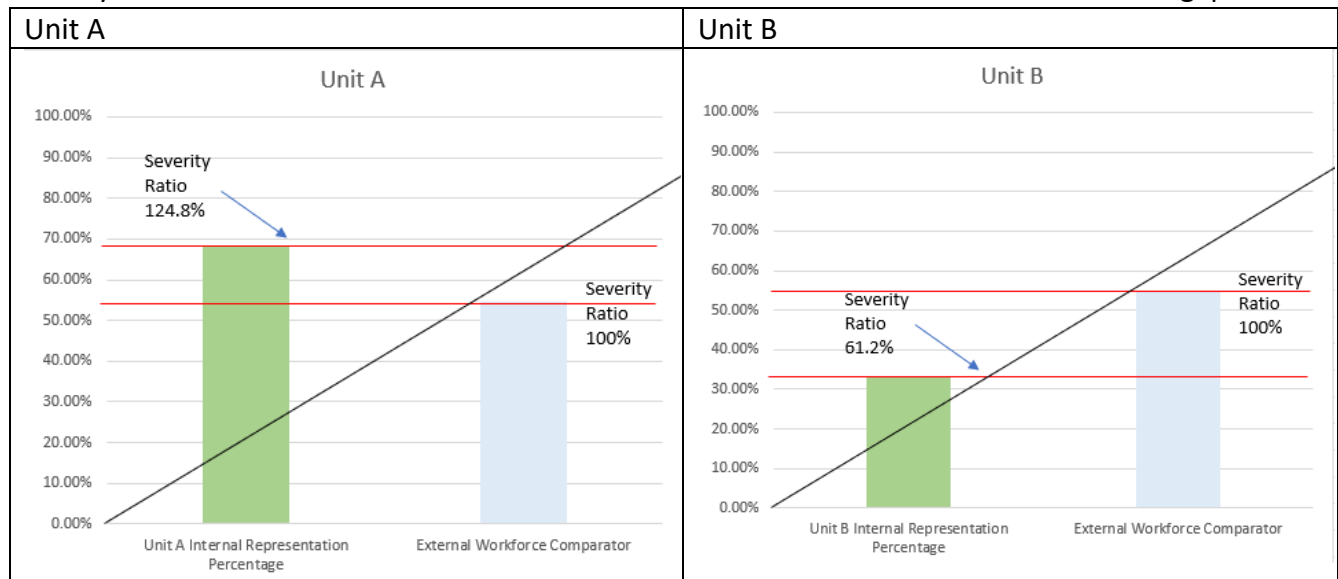
- $\geq 100\%$ : Meets Representation: when members of a designated group(s) are equal to or greater than one hundred (100) percent of the external representation (2016 Census/CSD 2017)
- 80% - 100%: Under-Representation: when members of a designated group(s) are fewer than one hundred (100) percent, but greater than eighty (80) percent of the external representation (2016 Census/CSD 2017); the under-representation is not deemed to be significant
- $< 80\%$ : Significant Under-Representation: In accordance with the Federal Contractors Program under the Employment Equity Act underrepresentation is significant and must be addressed when members of a designated group(s) are fewer than eighty (80) percent of the external representation (2016 Census/CSD 2017)

	Internal Representation v. External Workforce Comparator (Severity Ratio)
Meets Representation	$\geq 100\%$
Underrepresentation	80% - 100%
Significant Underrepresentation	$< 80\%$

**Significant Underrepresentation** is the standard for identifying and highlighting gaps and the expectation is that actions will follow to close these gaps. The requirement to act by legislation when significant underrepresentation is found. In accordance with the Federal Contracts Program (FCP) under the Employment Equity Act (EEA), the standard for significant underrepresentation is found when the severity ratio is less than 80% of the external workforce available pool. The closer the percentage is to 0.0%, the more severe the underrepresentation, where 0.0% indicates there are zero people in the available pool. The closer to 80%, the less severe the underrepresentation. Underrepresentation between 80% and less than 100% is still identified, although considered not to be significant underrepresentation. Representation at 100% or more is deemed to have met representation.



Here is a fictitious example, in which there is Unit A and Unit B. In this case, the external workforce comparator is 54.5% for women. Unit A has an internal population of 50 employees. Of these employees, 34 of them are women. This calculates an internal representation percentage of 68%. The internal representation exceeds the external workforce comparator of 54.5%, therefore Unit A meets representation and has a severity ratio of 124.8%. Unit B has an internal population of 75 employees. Of these employees, 25 of them are women. This calculates an internal representation percentage of 33.3%. The internal representation is significantly lower than the external workforce comparator of 54.5%, therefore Unit B is significantly underrepresented and has a severity ratio of 61.2%. Unit B would have to increase by 16 more women to meet representation at the external workforce comparator of 54.5%. Thus, if Unit B has 41 women out of 75, the internal representation percentage would be 54.67%, thereby meeting representation at the external workforce comparator of 54.5%. A severity ratio of fewer than 80% must be addressed and action must follow to close these gaps.



## Data Collection

In keeping with the guidelines of the FCP, the internal representation percentages of the designated groups are collected from the University's Employment Equity Census and the Employment Equity Survey. However, following the best practices outlined in the FCP, the data on women in this report are extracted from the University of Windsor Human Resources Information System (HRIS). It should also be noted that the HRIS currently collects and stores data beyond the binary options of female and male, with the third option being "another gender identity", which is in line with the terminology from the Ontario Universities Application Centre (OUAC).<sup>5</sup>

The response rate and integrity of the employment equity data have been strengthened in a variety of ways. These include providing access to the employment equity survey through multiple internal systems such as the employee portal and the OHREA website, distributing monthly reminders to those employees who have not responded to the survey, and conducting University-wide censuses. Also, the employment equity survey is continually reviewed and updated by OHREA, with particular emphasis on wording/language and the selection criteria.

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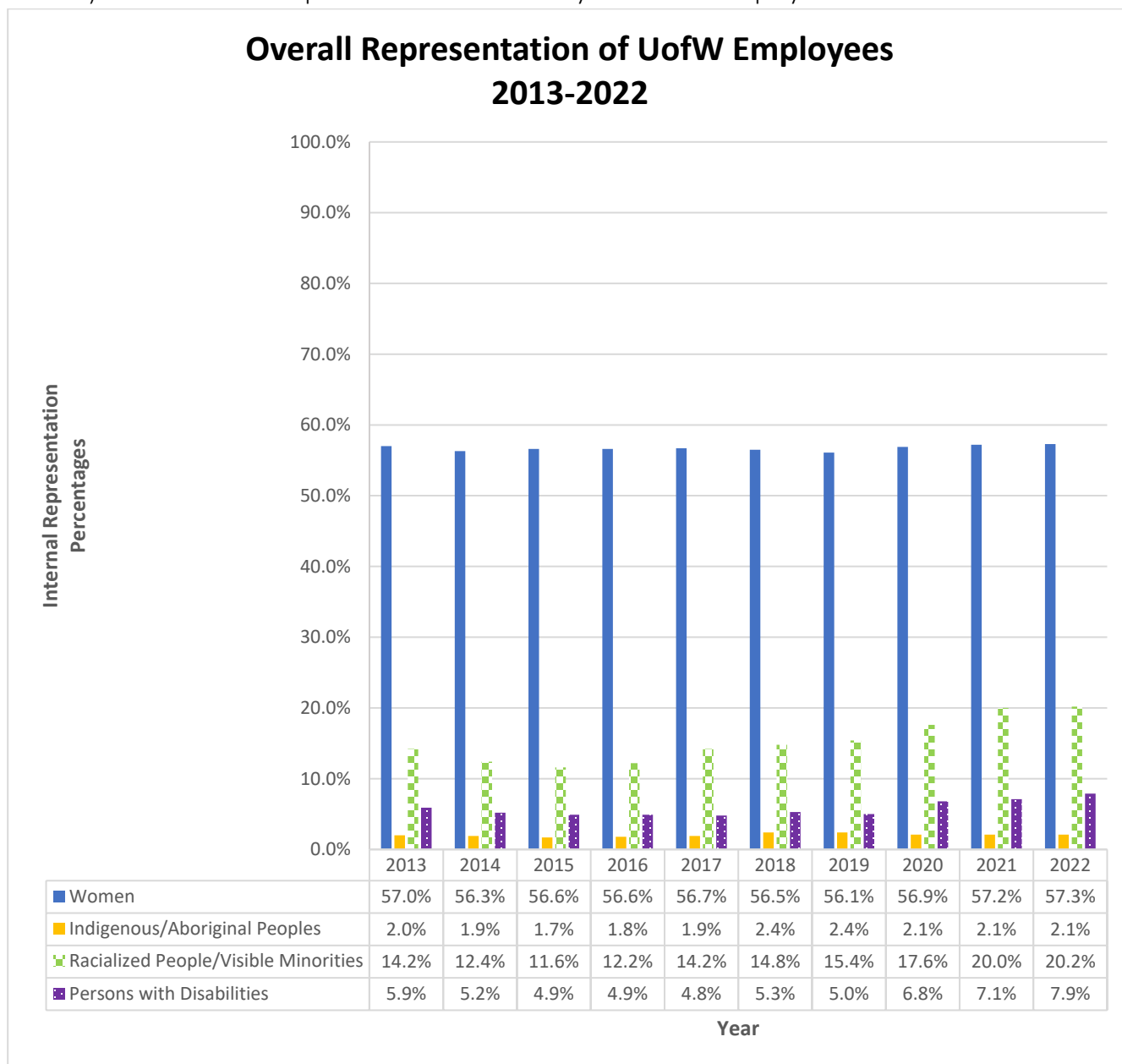
<sup>5</sup> [https://guidance.ouac.on.ca/docs/transmission\\_specs.pdf](https://guidance.ouac.on.ca/docs/transmission_specs.pdf)



## Workforce Analysis

### Progression Charts:

Chart A) Overall Internal Representation of University of Windsor Employees 2013-2022

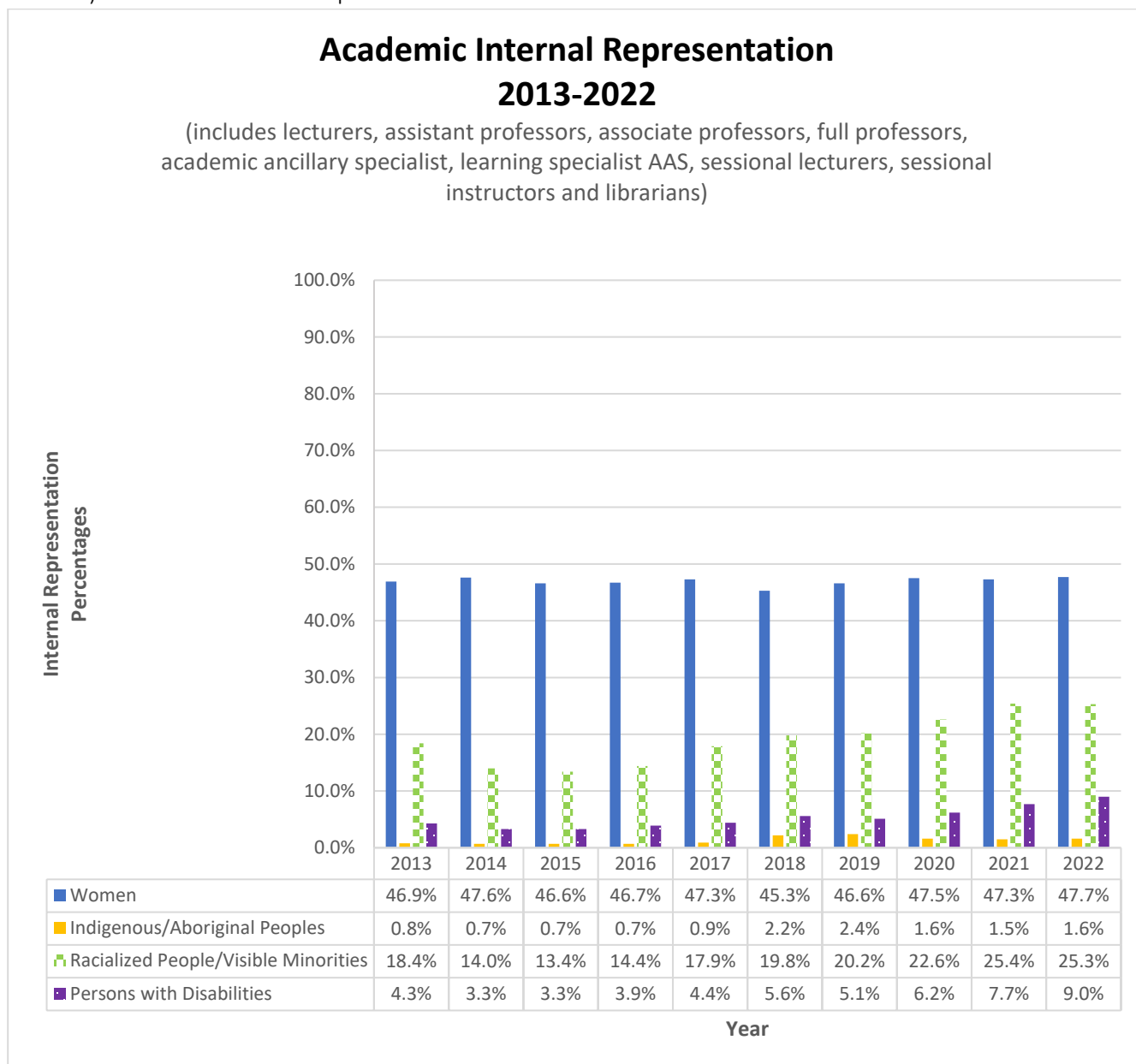


The overall representation of the University of Windsor workforce is shown in the chart above.

- Women show a range of 56.1% (in 2019) to 57.3% (in 2022).
- Indigenous/Aboriginal peoples show a range of 1.7% (in 2015) to 2.4% (in 2018 and 2019).
- Racialized people/Visible minorities show a range of 11.6% (in 2015) to 20.2% (in 2022).
- Persons with disabilities show a range of 4.8% (in 2017) to 7.9% (in 2022).

Note: 2013 was the most updated workforce census. Reporting progression in the last 10 years.

Chart B) Academic Internal Representation 2013-2022



The chart above shows the internal representation of Academic employees at the University of Windsor. This includes all employees in NOC 4011 (lecturers, assistant professors, associate professors, and full professors), NOC 4012 (academic ancillary specialist, learning specialist AAS, sessional lecturers, and sessional instructors), and NOC 5111 (librarians).

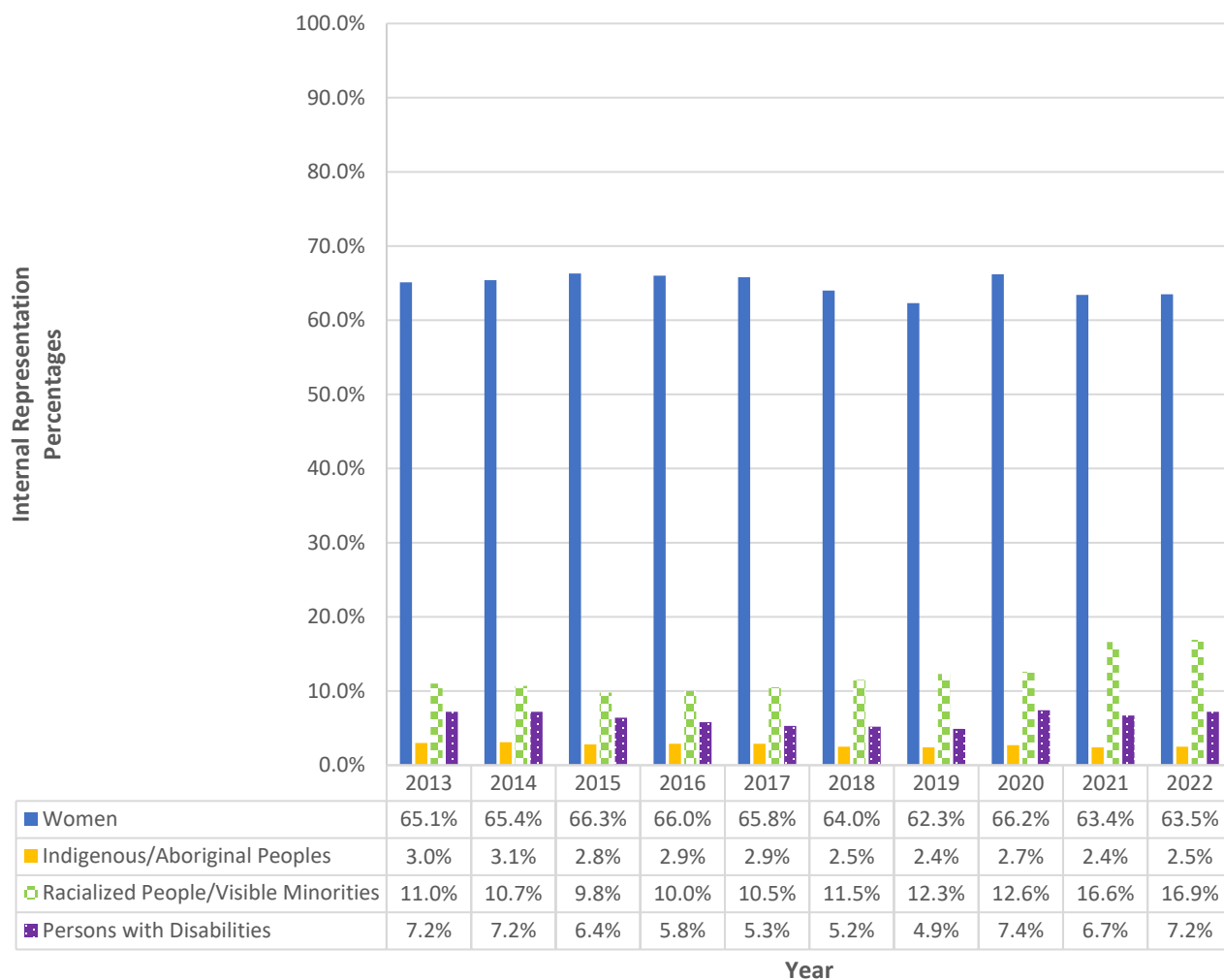
- Women show a range of 45.3% (in 2018) to 47.7% (in 2022).
- Indigenous/Aboriginal peoples show a range of 0.7% (in 2014, 2015, and 2016) to 2.4% (in 2019).
- Racialized People/Visible minorities show a range of 13.4% (in 2015) to 25.4% (in 2021).
- Persons with disabilities show a range of 3.3% (in 2014 and 2015) to 9.0% (in 2022).

Note: 2013 was the most updated workforce census. Reporting progression on the last 10 years.

Chart C) Non-Academic Internal Representation 2013-2022

## Non-Academic Internal Representation 2013-2022

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 w



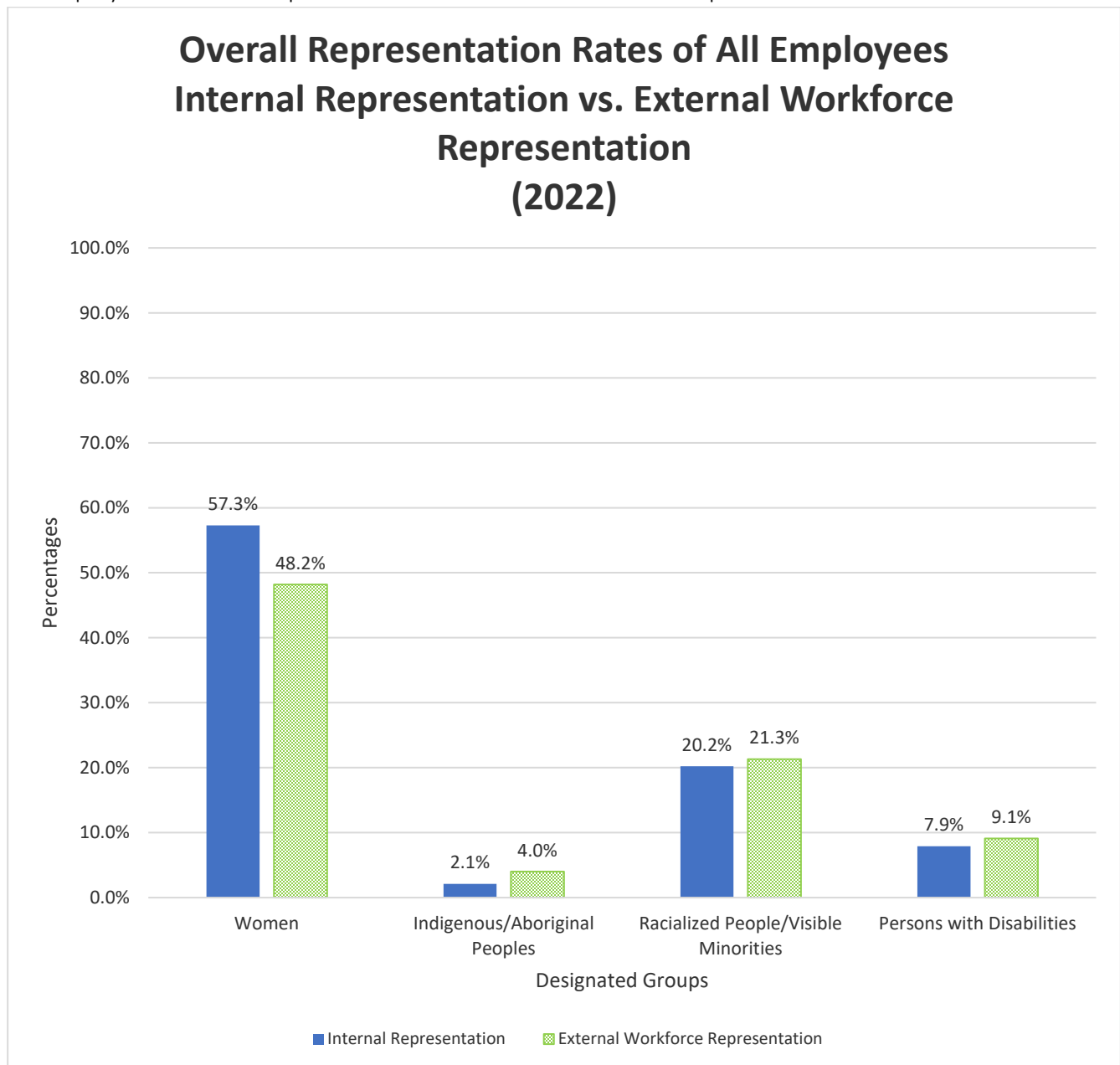
The chart above shows the internal representation of Non-Academic employees at the University of Windsor. This includes all full-time and part-time managerial and professional employees, full-time and part-time unionized staff employees, and full-time and part-time temporary staff employees (who have worked more than 12 weeks).

- Women show a range of 62.3% (in 2019) to 66.3% (in 2015).
- Indigenous/Aboriginal peoples show a range of 2.4% (in 2019) to 3.1% (in 2014).
- Racialized people/Visible minorities show a range of 9.8% (in 2015) to 16.9% (in 2022).
- Persons with disabilities show a range of 4.9% (in 2019) to 7.4% (in 2020).

Note: 2013 was the most updated workforce census. Reporting progression on the last 10 years.

## Overall Representation Rates (2022)

All Employees: Internal Representation vs. External Workforce Representation 2022 Chart



- Women comprise 57.3% of the internal representation compared to 48.2% of external workforce representation in the 2016 Canadian census.
- Indigenous/Aboriginal peoples comprise 2.1% of the internal representation compared to 4.0% from the 2016 Canadian census external workforce representation data.
- Racialized people/Visible minorities comprise 20.2% of the internal representation compared to 21.3% from the 2016 Canadian census external workforce representation data.
- Persons with disabilities comprise 7.9% of the internal representation compared to 9.1% from the 2017 Canadian Survey on Disability (CSD) external workforce representation data.

## Internal Distribution of Employees (2021) by Designated Groups and EEOGs

Employment Equity Occupational Group	All Employees	Women	Indigenous/Aboriginal Peoples	Racialized People/ Visible Minorities	Persons with Disabilities
	#	%	%	%	%
01: Senior Managers	13	69.2%	7.7%	15.4%	7.7%
02: Middle and Other Managers	154	59.1%	0.6%	18.8%	7.1%
03: Professionals	1654	51.9%	1.4%	23.9%	7.6%
<i>4011: University Professors*</i>	494	37.9%	2.2%	33.6%	11.9%
04: Semi-Professionals	167	43.7%	4.8%	13.8%	7.8%
05: Supervisors	28	46.4%	7.1%	7.1%	7.1%
06: Supervisors: Crafts and Trades	<10	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical	268	91.0%	1.1%	15.3%	8.6%
08: Skilled Sales and Service Personnel	<10	30.0%	0.0%	10.0%	0.0%
09: Skilled Crafts and Trades Workers	40	5.0%	0.0%	0.0%	5.0%
10: Clerical Personnel	115	87.0%	1.7%	13.0%	8.7%
11: Intermediate Sales and Service Personnel	16	87.5%	0.0%	12.5%	12.5%
12: Semi-Skilled Manual Workers	<10	33.3%	0.0%	0.0%	33.3%
13: Other Sales and Service Personnel	208	63.5%	7.7%	14.9%	9.6%
14: Other Manual Workers	15	6.7%	6.7%	20.0%	13.3%
<b>Total (EEOG 01-14)</b>	<b>2692</b>	<b>57.3%</b>	<b>2.1%</b>	<b>20.2%</b>	<b>7.9%</b>

\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”.

This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).

## Internal Distribution of Employees (2022) by Designated Groups and EEOGs

### Designated Group: Women

- The highest percentage of women at 91.0% is found in the Employment Equity Occupational Group (EEOG) 07: Administrative and Senior Clerical.
- The lowest percentage (excluding 0.0%) of women is found in the EEOG 09: Skilled Crafts and Trades Workers at 5.0%.
- 0.0% percentage is found in the EEOG 06: Supervisors: Crafts and Trades.

### Designated Group: Indigenous/Aboriginal Peoples

- The highest percentage of Indigenous/Aboriginal peoples is found in the EEOG 01: Senior Managers and EEOG 13: Other Sales and Service Personnel at 7.7%.
- The lowest percentage (excluding 0.0%) of Indigenous/Aboriginal peoples is found in the EEOG 02: Middle and Other Managers at 0.6%.
- 0.0% percentage of Indigenous/Aboriginal peoples is found in the following EEOGs:
  - EEOG 06: Supervisors: Crafts and Trades.
  - EEOG 08: Skilled Sales and Service Personnel.
  - EEOG 09: Skilled Crafts and Trade Workers.
  - EEOG 11: Intermediate Sales and Service Personnel.
  - EEOG 12: Semi-Skilled Manual Workers.

### Designated Group: Racialized People/Visible Minorities

- The highest percentage of racialized people/visible minorities is found in the EEOG 03: Professionals at 23.9%.
- The lowest percentage (excluding 0.0%) of racialized people/visible minorities is found in the EEOG 05: Supervisors at 7.1%.
- 0.0% percentage of racialized people/visible minorities is found in the following EEOGs:
  - EEOG 06: Supervisors: Crafts and Trades.
  - EEOG 09: Skilled Crafts and Trades Workers.
  - EEOG 12: Semi-Skilled Manual Workers.

### Designated Group: Persons with Disabilities

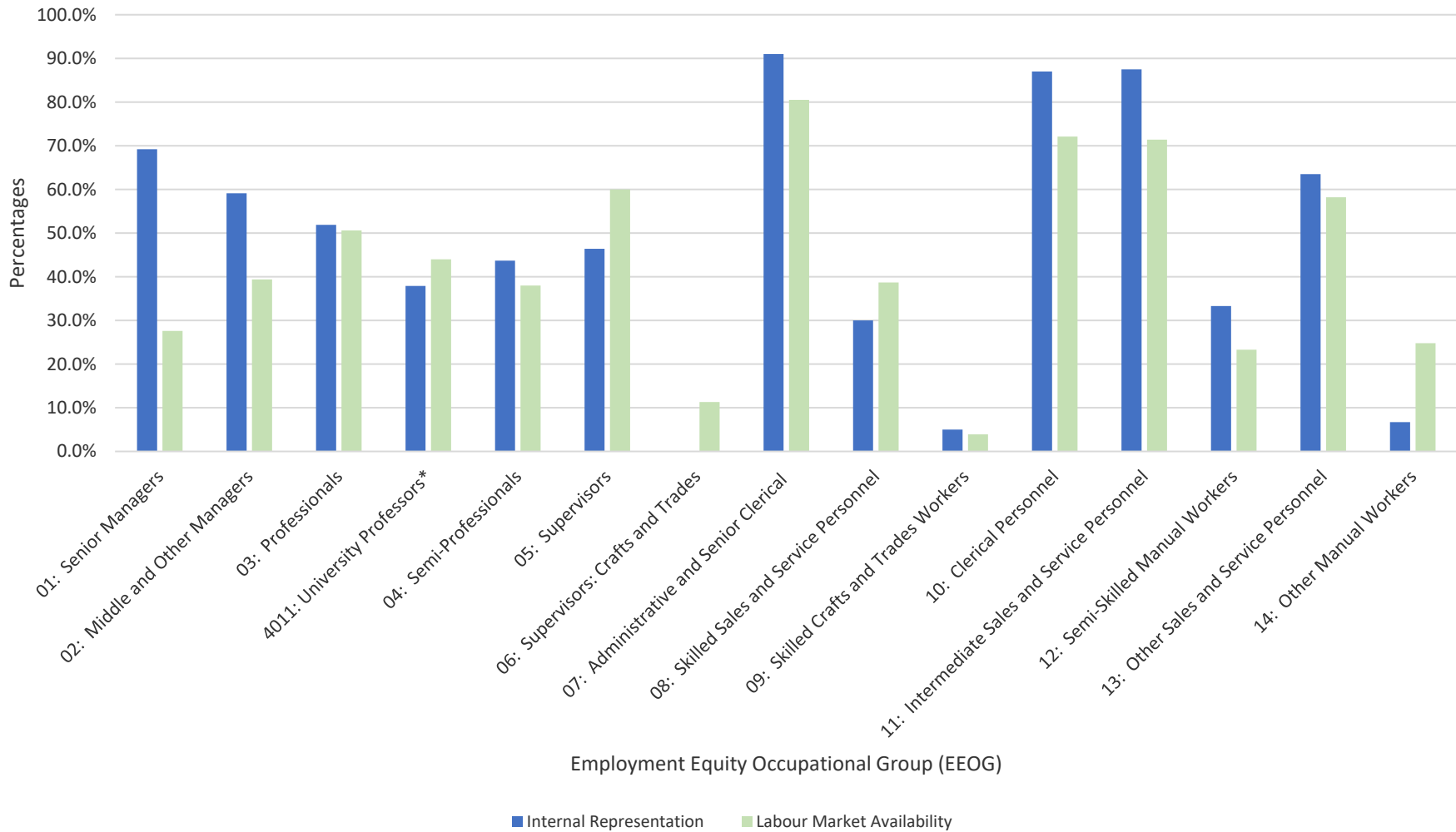
- The highest percentage of persons with disabilities is found in the EEOG 12: Semi-Skilled Manual Workers at 33.3%.
- The lowest percentage (excluding 0.0%) of persons with disabilities is found in the EEOG 09 Skilled Crafts and Trades Workers at 5.0%.
- 0.0% percentage of persons with disabilities is found in the following EEOGs:
  - EEOG 06: Supervisors: Crafts and Trades.
  - EEOG 08: Skilled Sales and Service Personnel.

## Internal Representation vs. External Labour Market Availability

### Women

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Underrepresentation Severity Ratio	Location of Recruitment
01: Senior Managers	69.2%	27.6%	+5		National
02: Middle and Other Managers	59.1%	39.4%	+30		National
03: Professionals	51.9%	50.6%	+22		National
<i>4011: University Professors*</i>	<i>37.9%</i>	<i>44.0%</i>	<i>-30</i>	<i>86.0%</i>	<i>National</i>
04: Semi-Professionals	43.7%	38.0%	+10		Provincial
05: Supervisors	46.4%	60.0%	-4	77.4%	Windsor
06: Supervisors: Crafts and Trades	0.0%	11.3%	0	0.0%	Provincial
07: Administrative and Senior Clerical	91.0%	80.5%	+28		Windsor
08: Skilled Sales and Service Personnel	30.0%	38.7%	-1	77.5%	Provincial
09: Skilled Crafts and Trades Workers	5.0%	3.9%	0		Provincial
10: Clerical Personnel	87.0%	72.1%	+17		Windsor
11: Intermediate Sales and Service Personnel	87.5%	71.4%	+3		Windsor
12: Semi-Skilled Manual Workers	33.3%	23.3%	0		Windsor
13: Other Sales and Service Personnel	63.5%	58.2%	+11		Windsor
14: Other Manual Workers	6.7%	24.8%	-3	26.9%	Windsor

## Internal Representation vs. External Labour Market Availability Women



\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”. This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).



## Internal Representation vs. External Labour Market Availability

### Women

According to the overall representation of the University of Windsor workforce, women are represented at 57.3% (2022) compared to the labour market availability at 48.2% (2016 Census). Although women are represented overall, there are areas of underrepresentation for women as highlighted in the above charts.

The highest internal representation of women is found in the EEOG 7: Administrative and Senior Clerical at 91.0%.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of the severity ratio and gap).

Underrepresentation that is not considered significant per the severity ratio is found within the EEOG 03: Professionals, women as University Professors (NOC 4011) have an internal representation of 37.9% compared to the external national labour market availability of 44.0% with a gap of -30 and a severity ratio of 86.0%.

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following categories:

- EEOG 05: Supervisors with an internal representation of 46.4% compared to the external local labour market availability at 60.0% with a gap of -4 and a severity ratio of 77.4%.
- EEOG 08: Skilled Sales and Service Personnel with the internal representation of 30.0% compared to the external provincial labour market availability at 38.7% with a gap of -1 and a severity ratio of 77.5%.
- EEOG 14: Other Manual Workers with an internal representation of 6.7% compared to the external local labour market availability at 24.8% with a gap of -3 and a severity ratio of 26.9%.

In addition, no internal representation of women (0.0%) can be found in the EEOG 06: Supervisors: Crafts and Trades

Out of the 14 EEOGs categories listed, 1 group is considered not significantly underrepresented, 3 groups are significantly underrepresented, and 1 group is not represented at all.

## Internal Representation vs. External Labour Market Availability

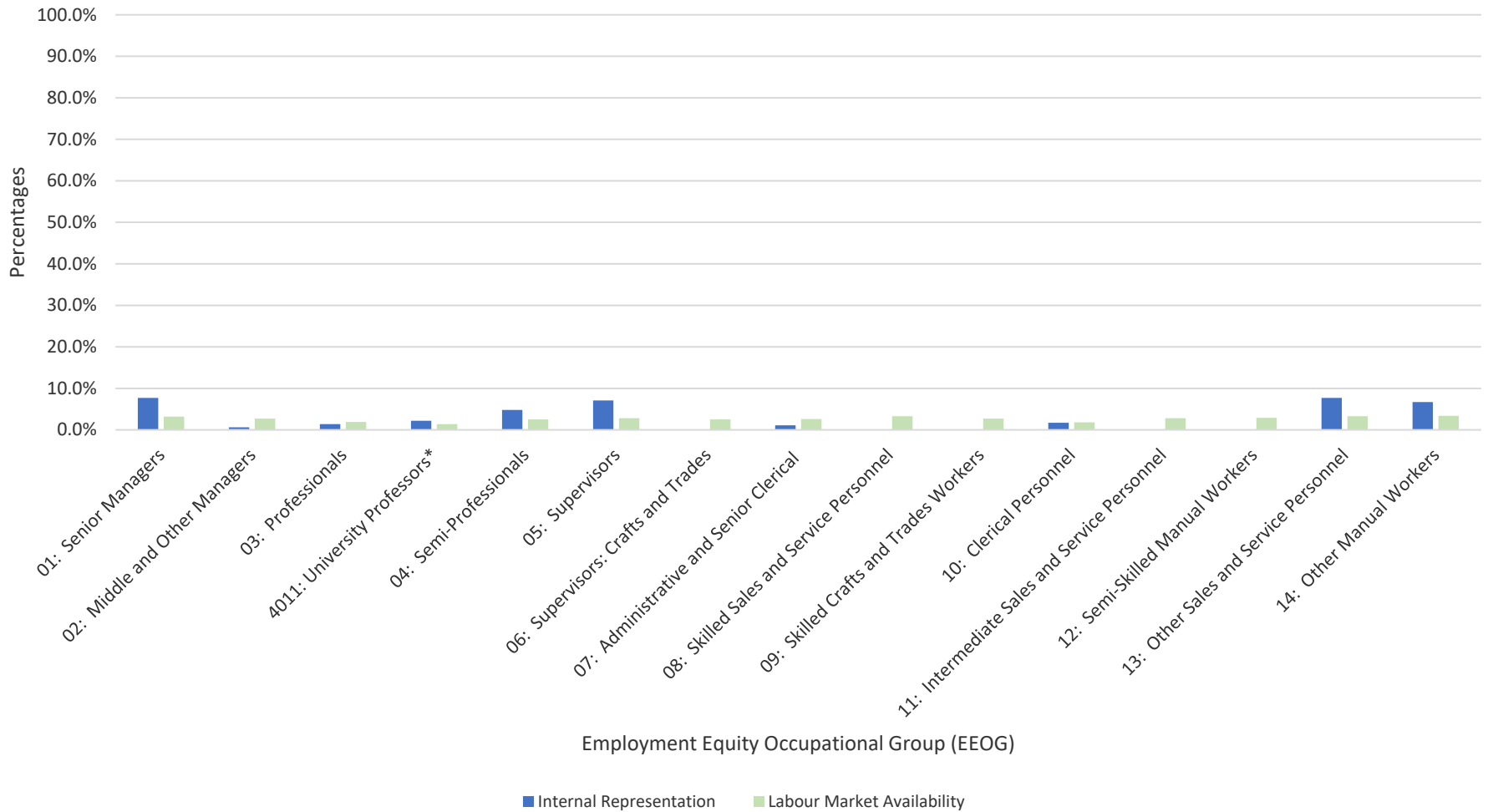
### Indigenous/Aboriginal Peoples

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Underrepresentation Severity Ratio	Location of Recruitment
01: Senior Managers	7.7%	3.2%	+1		National
02: Middle and Other Managers	0.6%	2.7%	-3	24.1%	National
03: Professionals	1.4%	1.9%	-8	73.2%	National
<i>4011: University Professors*</i>	<i>2.2%</i>	<i>1.4%</i>	<i>+4</i>		<i>National</i>
04: Semi-Professionals	4.8%	2.5%	+4		Provincial
05: Supervisors	7.1%	2.8%	+1		Windsor
06: Supervisors: Crafts and Trades	0.0%	2.5%	0	0.0%	Provincial
07: Administrative and Senior Clerical	1.1%	2.6%	-4	43.1%	Windsor
08: Skilled Sales and Service Personnel	0.0%	3.3%	0	0.0%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	2.7%	-1	0.0%	Provincial
10: Clerical Personnel	1.7%	1.8%	0	96.6%	Windsor
11: Intermediate Sales and Service Personnel	0.0%	2.8%	0	0.0%	Windsor
12: Semi-Skilled Manual Workers	0.0%	2.9%	0	0.0%	Windsor
13: Other Sales and Service Personnel	7.7%	3.3%	+9		Windsor
14: Other Manual Workers	6.7%	3.4%	0		Windsor

\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”.

This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).

## Internal Representative vs. External Labour Market Availability Indigenous/Aboriginal Peoples



\* The NOC code of “4011: University Professors” is contained within the EOG “03: Professionals”. This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).

## Internal Representation vs. External Labour Market Availability

### Indigenous/Aboriginal Peoples

The overall representation of the University of Windsor workforce for Indigenous/Aboriginal peoples is significantly underrepresented at 2.1% (2022) compared to the national labour market availability at 4.0% (2016 Census). There continue to be significant challenges of underrepresentation of Indigenous/Aboriginal peoples throughout the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of Indigenous/Aboriginal peoples at 7.7% is found in both EEOG 01: Senior Managers and EEOG 13: Other Sales and Service Personnel.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of the severity ratio and gap).

Underrepresentation that is not considered significant per the severity ratio is found within the EEOG 10: Clerical Personnel with an internal representation at 1.7% compared to the external local labour market availability at 1.8% with a gap of 0 and a severity ratio of 96.6%.

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following EEOGs:

- EEOG 02: Middle and Other Managers with an internal representation at 0.6% compared to the external national labour market availability at 2.7% with a gap of -3 and a severity ratio of 24.1%.
- EEOG 03: Professionals with the internal representation at 1.4% compared to the external national labour market availability at 1.9% with a gap of -8 and a severity ratio of 73.2%.
- EEOG 07: Administrative and Senior Clerical with an internal representation at 1.1% compared to the external local labour market availability at 2.6% with a gap of -4 and a severity ratio of 43.1%.

In addition, no internal representation of Indigenous/Aboriginal peoples (0.0%) can be found in the following EEOGs:

- EEOG 06: Supervisors: Crafts and Trades.
- EEOG 08: Skilled Sales and Service Personnel.
- EEOG 09: Skilled Crafts and Trades Workers.
- EEOG 11: Intermediate Sales and Service Personnel.
- EEOG 12: Semi-Skilled Manual Workers.

Out of the 14 EEOGs categories listed, 1 group is considered not significantly underrepresented, 3 groups are significantly underrepresented and 5 are not represented at all.

## Internal Representation vs. External Labour Market Availability

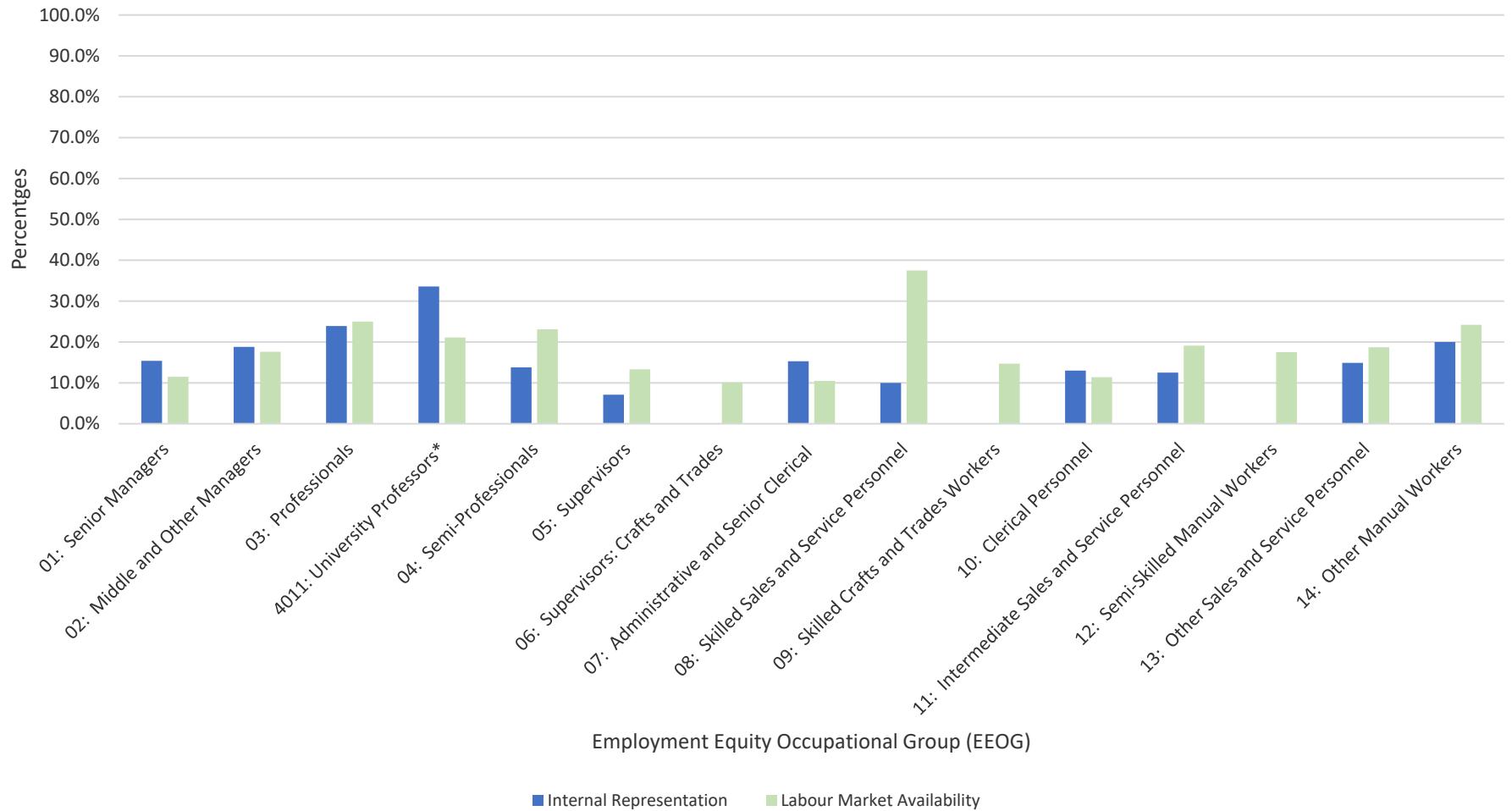
### Racialized People/Visible Minorities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Underrepresentation Severity Ratio	Location of Recruitment
01: Senior Managers	15.4%	11.5%	+1		National
02: Middle and Other Managers	18.8%	17.6%	+2		National
03: Professionals	23.9%	25.0%	-19	95.5%	National
<i>4011: University Professors*</i>	<i>33.6%</i>	<i>21.1%</i>	<i>+62</i>		<i>National</i>
04: Semi-Professionals	13.8%	23.1%	-16	59.6%	Provincial
05: Supervisors	7.1%	13.3%	-2	53.7%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	15.3%	10.5%	+13		Windsor
08: Skilled Sales and Service Personnel	10.0%	37.5%	-3	26.7%	Provincial
09: Skilled Crafts and Trades Workers	0.0%	14.7%	-6	0.0%	Provincial
10: Clerical Personnel	13.0%	11.4%	+2		Windsor
11: Intermediate Sales and Service Personnel	12.5%	19.1%	-1	65.4%	Windsor
12: Semi-Skilled Manual Workers	0.0%	17.5%	-1	0.0%	Windsor
13: Other Sales and Service Personnel	14.9%	18.7%	-8	79.7%	Windsor
14: Other Manual Workers	20.0%	24.2%	-1	82.6%	Windsor

\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”.

This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).

## Internal Representation vs. External Labour Market Availability Racialized People/Visible Minorities



\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”. This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).

## Internal Representation vs. External Labour Market Availability

### Racialized People/Visible Minorities

Overall, racialized people/visible minorities are underrepresented in comparison to the national labour market availability with an internal representation at 20.2% (2022) compared to the external workforce representation at 21.3% (2016 Census). The challenges of underrepresentation continue throughout most of the Employment Equity Occupational Groups (EEOGs).

The highest internal representation of racialized people/visible minorities is found in the EEOG 03: Professionals at 23.9%.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of the severity ratio and gap).

Underrepresentation that is not considered significant per the severity ratio is found in the following EEOGs:

- EEOG 03: Professionals with an internal representation at 23.9% compared to the external national labour market availability at 25.0% with a gap of -19 and a severity ratio of 95.5%.
- EEOG 14: Other Manual Workers with an internal representation at 20.0% compared to the external local labour market availability at 24.2% with a gap of -1 and a severity ratio of 82.6%.

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following EEOGs:

- EEOG 04: Semi-Professionals with an internal representation of 13.8% compared to the external provincial labour market availability at 23.1% with a gap of -16 and a severity ratio of 59.6%.
- EEOG 05: Supervisors with an internal representation of 7.1% compared to the external local labour market availability at 13.3% with a gap of -2 and a severity ratio of 53.7%.
- EEOG 08: Skilled Sales and Service Personnel with an internal representation of 10.0% compared to the external local labour market availability at 37.5% with a gap of -3 and a severity ratio of 26.7%.
- EEOG 11: Intermediate Sales and Service Personnel with an internal representation of 12.5% compared to the external local labour market availability at 19.1% with a gap of -1 and a severity ratio of 65.4%.
- EEOG 13: Other Sales and Service Personnel with an internal representation of 14.9% compared to the external local labour market availability at 18.7% with a gap of -8 and a severity ratio of 79.7%.

In addition, no internal representation of visible minorities (0.0%) can be found in the following EEOGs:

- EEOG 06: Supervisors: Crafts and Trades.
- EEOG 09: Skilled Crafts and Trades Workers.
- EEOG 12: Semi-Skilled Manual Workers.

Out of the 14 EEOGs categories listed, 2 EEOGs are considered not significantly underrepresented, 5 groups are significantly underrepresented and 3 are not represented at all.

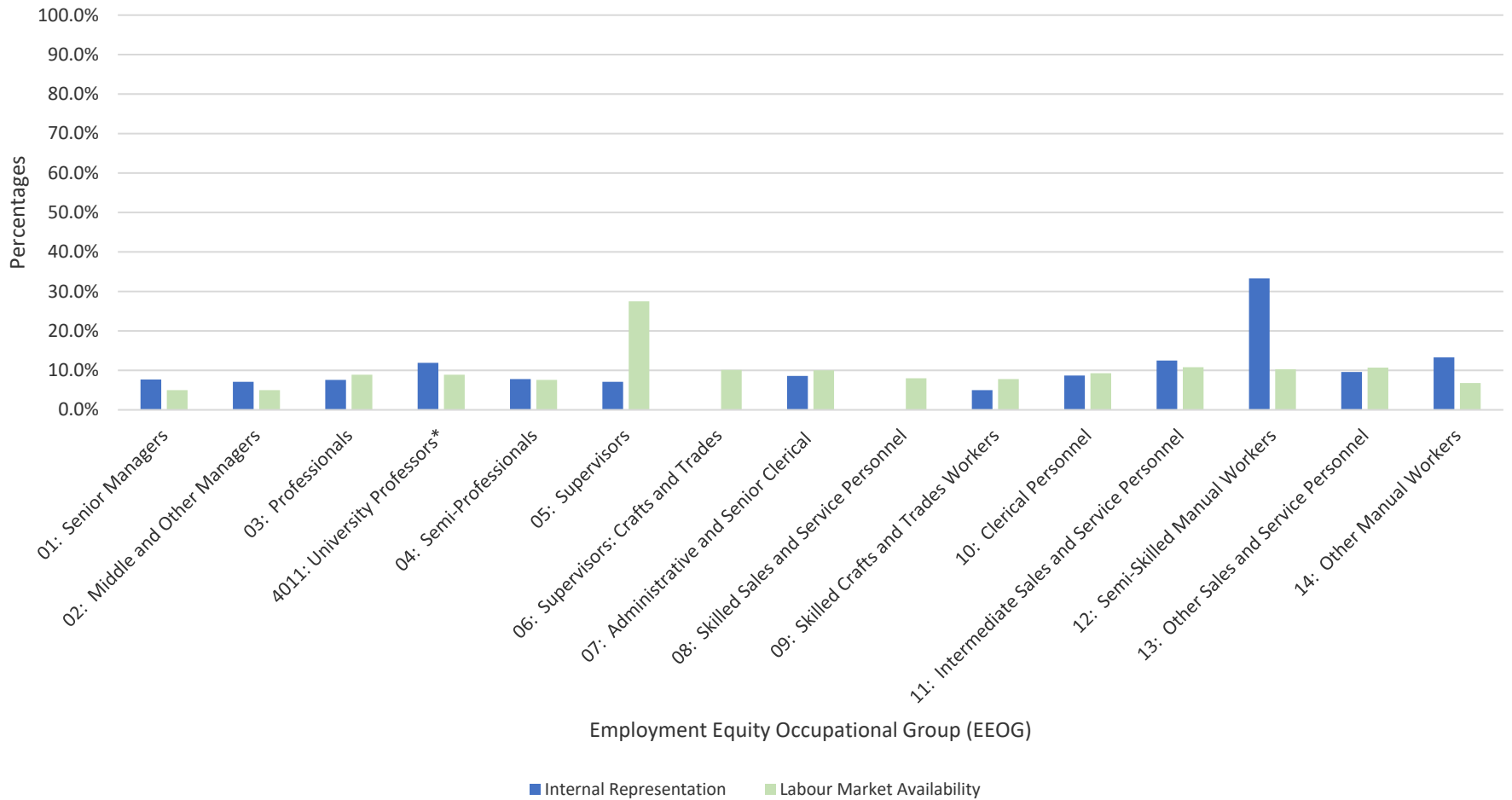


## Internal Representation vs. External Labour Market Availability

### Persons with Disabilities

Employment Equity Occupational Group	Internal Representation	Labour Market Availability	Gap	Underrepresentation Severity Ratio	Location of Recruitment
01: Senior Managers	7.7%	5.0%	0		National
02: Middle and Other Managers	7.1%	5.0%	+3		National
03: Professionals	7.6%	8.9%	-21	85.6%	National
<i>4011: University Professors*</i>	<i>11.9%</i>	<i>8.9%</i>	<i>+15</i>		<i>National</i>
04: Semi-Professionals	7.8%	7.6%	0		Provincial
05: Supervisors	7.1%	27.5%	-6	26.0%	Windsor
06: Supervisors: Crafts and Trades	0.0%	10.1%	0	0.0%	Provincial
07: Administrative and Senior Clerical	8.6%	10.0%	-4	85.8%	Windsor
08: Skilled Sales and Service Personnel	0.0%	8.0%	-1	0.0%	Provincial
09: Skilled Crafts and Trades Workers	5.0%	7.8%	-1	64.1%	Provincial
10: Clerical Personnel	8.7%	9.3%	-1	93.5%	Windsor
11: Intermediate Sales and Service Personnel	12.5%	10.8%	0		Windsor
12: Semi-Skilled Manual Workers	33.3%	10.3%	+1		Windsor
13: Other Sales and Service Personnel	9.6%	10.7%	-2	89.9%	Windsor
14: Other Manual Workers	13.3%	6.8%	+1		Windsor

## Internal Representative vs. External Labour Market Availability Persons with Disabilities



\* The NOC code of “4011: University Professors” is contained within the EEOG “03: Professionals”.

This includes tenured, tenure-track, and limited-term appointments only (Assistant Professors, Associate Professors, Full Professors, and Lecturers).

## Internal Representation vs. External Labour Market Availability

### Persons with Disabilities

Overall, persons with disabilities are significantly underrepresented at 7.9% (2022) in comparison to the national labour market availability at 9.1% (2017 CSD). There continue to be challenges with respect to the underrepresentation of persons with disabilities in the following EEOGs.

It is important to note that there were significant improvements to the 2017 Canadian Survey on Disabilities that affected the percentages of the external workforce availability and the comparability with the 2012 Canadian Survey on Disabilities.

The highest internal representation of persons with disabilities is found in the EEOG 12: Semi-Skilled Manual Workers at 33.3%.

A reminder that when the severity ratio is closer to 80%, the less severe the underrepresentation while the closer to 0.0% the more severe the underrepresentation. (Refer to page 4 for an explanation of severity ratio and gap).

Underrepresentation that is not considered significant per the severity ratio is found in the following EEOGs:

- EEOG 03: Professionals with an internal representation of 7.6% compared to the external national labour market availability at 8.9% with a gap of -21 and a severity ratio of 85.6%.
- EEOG 07: Administrative and Senior Clerical with the internal representation of 8.6% compared to the external local labour market availability at 10.0% with a gap of -4 and a severity ratio of 85.8%.
- EEOG 10: Clerical Personnel with an internal representation of 8.7% compared to the external local labour market availability at 9.3% with a gap of -1 and a severity ratio of 93.5%.
- EEOG 13: Other Sales and Service Personnel with the internal representation of 9.6% compared to the external local labour market availability at 10.7% with a gap of -2 and a severity ratio of 89.9%.

Significant Underrepresentation, where the severity ratio is less than 80% (excluding 0.0%), is found in the following EEOGs:

- EEOG 05: Supervisors with the internal representation of 7.1% compared to the external local labour market availability at 27.5% with a gap of -6 and a severity ratio of 26.0%.
- EEOG 09: Skilled Crafts and Trades Workers with an internal representation of 5.0% compared to the external provincial labour market availability at 7.8% with a gap of -1 and a severity ratio of 64.1%.

In addition, no internal representation of persons with disabilities (0.0%) can be found in the following EEOGs:

- EEOG 06: Supervisors: Crafts and Trades.
- EEOG 08: Skilled Sales and Service Personnel.

Out of 14 EEOGs categories listed, 4 groups are not considered significantly underrepresented, 2 groups are significantly underrepresented, and 2 groups have no representation at all.

## Designated Group Employment Equity Data Profile – Non-Departmentalized Academic Units (Faculty)

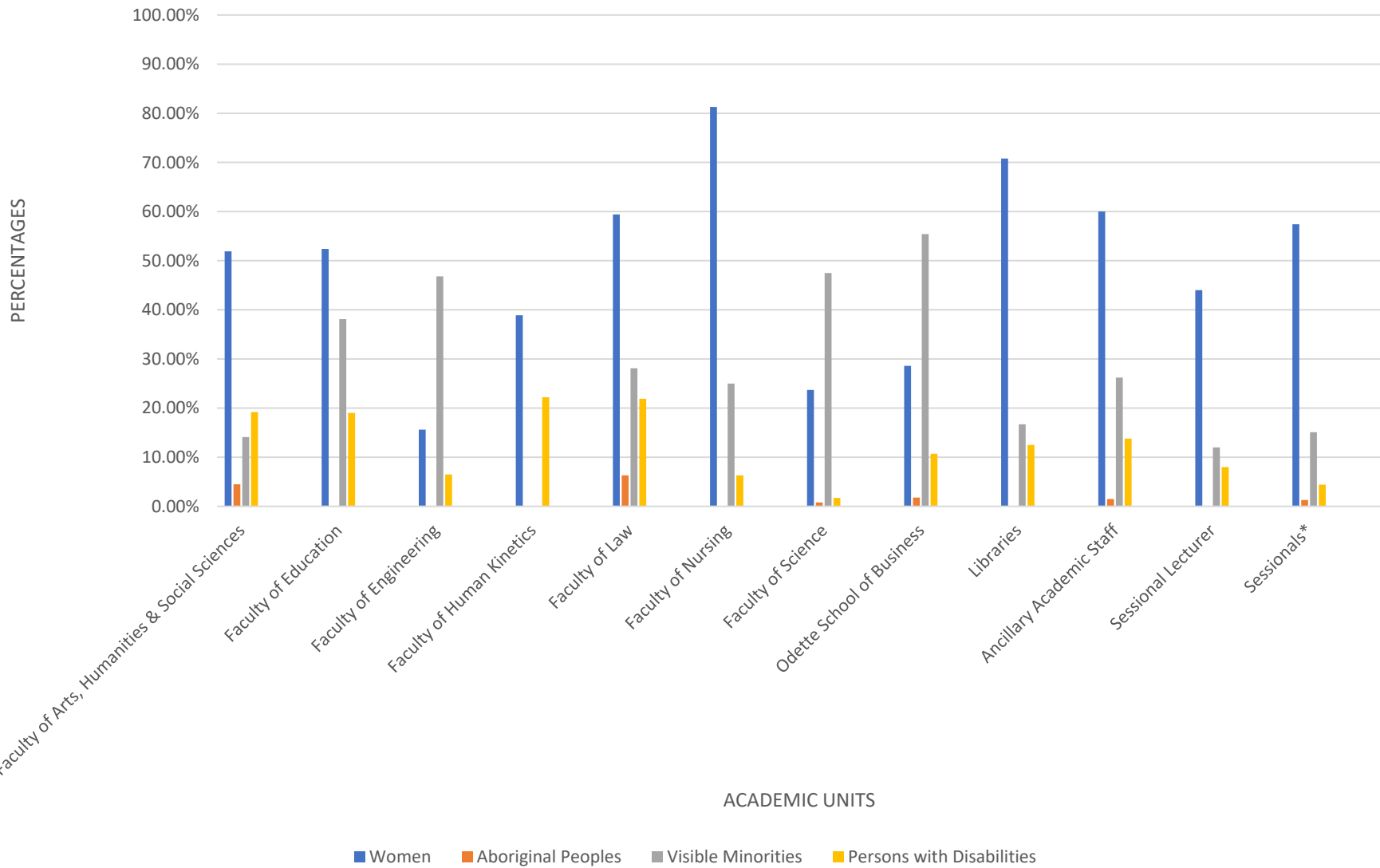
(includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant deans, associate deans, and deans)

(Note: the severity ratio indicates any gaps and underrepresentation in the designated groups—the lower the number, the more severe)

	Women			Indigenous/Aboriginal Peoples			Racialized People/Visible Minorities			Persons with Disabilities		
	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio	Internal Workforce Representation	Labour Market Availability	Severity Ratio
Faculty of Arts, Humanities & Social Sciences (FAHSS)	51.9%	44.0%	--	4.5%	1.4%	--	14.1%	21.1%	66.8%	19.2%	8.9%	--
Faculty of Education	52.4%	44.0%	--	0.0%	1.4%	0.0%	38.1%	21.1%	--	19.0%	8.9%	--
Faculty of Engineering	15.6%	44.0%	35.4%	0.0%	1.4%	0.0%	46.8%	21.1%	--	6.5%	8.9%	73.0%
Faculty of Human Kinetics	38.9%	44.0%	88.4%	0.0%	1.4%	0.0%	0.0%	21.1%	0.0%	22.2%	8.9%	--
Faculty of Law	59.4%	44.0%	--	6.3%	1.4%	--	28.1%	21.1%	--	21.9%	8.9%	--
Faculty of Nursing	81.3%	44.0%	--	0.0%	1.4%	0.0%	25.0%	21.1%	--	6.3%	8.9%	70.2%
Faculty of Science	23.7%	44.0%	53.9%	0.8%	1.4%	60.5%	47.5%	21.1%	--	1.7%	8.9%	19.0%
Odette School of Business	28.6%	44.0%	64.9%	1.8%	1.4%	--	55.4%	21.1%	--	10.7%	8.9%	--
Libraries	70.8%	81.4%	87.0%	0.0%	2.4%	0.0%	16.7%	11.4%	--	12.5%	8.9%	--
Ancillary Academic Staff	60.0%	54.3%	--	1.5%	1.3%	--	26.2%	36.2%	72.4%	13.8%	8.9%	--
Sessional Lecturers	44.0%	54.3%	81.0%	0.0%	1.3%	0.0%	12.0%	36.2%	33.1%	8.0%	8.9%	89.9%
Sessional Instructors	57.4%	54.3%	--	1.3%	1.3%	--	15.1%	36.2%	41.7%	4.4%	8.9%	49.4%

## Designated Group Profile – Non-Departmentalized Academic Units

(includes all lecturers, assistant professors, associate professors, and full professors;  
excludes deans, associate deans, assistant deans and senior admin positions)



## Designated Group Profiles – Non-Departmentalized Academic Units (Faculty)

The charts give a breakdown of the Academic Units by University Professors (NOC 4011), Librarians (NOC 5111), and Ancillary Academic Staff & Sessional Lecturers (NOC 4012) as per the following:

### University Professors (NOC 4011) (by Faculty)

- Women meet representation in the following Academic Units:
  - Faculty of Arts, Humanities and Social Sciences (FAHSS).
  - Faculty of Education.
  - Faculty of Law.
  - Faculty of Nursing.
  
- Indigenous/Aboriginal peoples meet representation in the following Academic Units:
  - Faculty of Arts, Humanities and Social Sciences (FAHSS).
  - Faculty of Law.
  - Odette School of Business.
  
- Racialized People/Visible minorities meet representation in the following Academic Units:
  - Faculty of Education.
  - Faculty of Engineering.
  - Faculty of Law.
  - Faculty of Nursing.
  - Faculty of Science.
  - Odette School of Business.
  
- Persons with disabilities meet representation in the following Academic Units:
  - Faculty of Arts, Humanities and Social Sciences (FAHSS).
  - Faculty of Education.
  - Faculty of Human Kinetics.
  - Faculty of Law.
  - Odette School of Business.

### University Professors (NOC 4011) (by Faculty highlighted in green)

- Women are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Faculty of Engineering.
  - Faculty of Science.
  - Odette School of Business.

- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Faculty of Education.
  - Faculty of Engineering.
  - Faculty of Human Kinetics.
  - Faculty of Nursing.
  - Faculty of Science.
  
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Faculty of Arts, Humanities and Social Sciences (FAHSS).
  - Faculty of Human Kinetics.
  
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Faculty of Engineering.
  - Faculty of Nursing.
  - Faculty of Science.

#### Librarians (NOC 5111) and Ancillary Academic Staff & Sessional Lecturers (NOC 4012)

- The workforce representation for women in Libraries is 70.8% compared to the external labour market availability of 81.4%. The representation of women is underrepresented at 87.0%.
- Women meets representation for Ancillary Academic Staff and are underrepresented at 81.0% severity ratio for Sessional Lecturers.
- There is no representation of Indigenous/Aboriginal peoples for Libraries and Sessional Lecturers. Ancillary Academic Staff meets representation.
- Racialized people/Visible minorities meets representation for the Libraries, however, there is significant underrepresentation for both Ancillary Academic Staff and Sessional Lecturers.
- Ancillary Academic Staff and Libraries meets representation for persons with disabilities. Lastly, persons with disabilities are slightly underrepresented in the Sessional Lecturers category.



## Designated Group Profile – Departmentalized Academic Departments – FAHSS

(Includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant deans, associate deans, and dean)

(Note: IAW the FCP, underrepresentation is significant if severity ratio is below 80%--see page 6 for explanation)

<b>DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE – DEPARTMENTALIZED ACADEMIC UNITS - FAHSS</b>				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>Communication, Media &amp; Film</b>	Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
<b>English &amp; Creative Writing</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>History</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Languages, Literatures &amp; Cultures</b>	Underrepresentation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>Philosophy</b>	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>Political Science</b>	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
<b>Psychology</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>School of Creative Arts</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
<b>School of Dramatic Art</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
<b>School of Social Work</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>Sociology, Anthropology &amp; Criminology</b>	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation

## Designated Group Profiles – Departmentalized Academic Units (FAHSS)

The chart above gives a further breakdown of the Departmentalized Academic Units by University Professors (NOC 4011) per the following:

- Women meet representation in the following Academic Departments:
  - English & Creative Writing.
  - Psychology.
  - School of Creative Arts.
  - School of Dramatic Art.
  - School of Social Work.
  - Sociology, Anthropology, and Criminology.
  
- Indigenous/Aboriginal peoples meet representation in the following Academic Departments:
  - English and Creative Writing.
  - Philosophy.
  - Political Science.
  - Psychology.
  - School of Social Work.
  
- Racialized People/Visible minorities meet representation in the following Academic Departments:
  - History.
  - Languages, Literatures & Cultures.
  - Sociology, Anthropology, and Criminology.
  
- Persons with disabilities meet representation in the following Academic Departments:
  - Communication, Media, and Film.
  - English and Creative Writing.
  - Language, Literatures & Cultures.
  - Philosophy.
  - Psychology.
  - School of Creative Arts.

- School of Dramatic Art.
  - School of Social Work.
  - Sociology, Anthropology, and Criminology.
- Women who are underrepresented, however, are considered not significant per the severity ratio in the following:
    - Communication, Media, and Film.
    - Languages, Literatures & Cultures.
  - There is no underrepresentation that is not considered significant per the severity ratio for Indigenous/Aboriginal Peoples.
  - There is no underrepresentation that is not considered significant per the severity ratio for Racialized People/Visible Minorities.
  - There is no underrepresentation that is not considered significant per the severity ratio for Persons with disabilities.
  - Women that are significantly underrepresented (including 0.0%) in the following Academic Units:
    - History.
    - Philosophy.
    - Political Science.
  - Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units:
    - Communication, Media, and Film.
    - History.
    - Languages, Literatures, & Cultures.
    - School of Creative Arts.
    - School of Dramatic Art.
    - Sociology, Anthropology, and Criminology.
  - Racialized People/Visible minorities that are significantly underrepresented (including 0.0%) in the following Academic Units:
    - Communication, Media, and Film.
    - English and Creative Writing.
    - Philosophy.
    - Political Science.
    - Psychology.

- School of Creative Arts.
  - School of Dramatic Art.
  - School of Social Work.
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units:
    - History.
    - Political Science.

**Designated Group Profile – Academic Departments – Faculty of Engineering (Departmental)**

(includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant deans, associate deans, and deans)

<b>DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - Faculty of Engineering</b>				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>Civil &amp; Environmental Engineering</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>Electrical &amp; Computer Engineering</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Mechanical, Automotive &amp; Materials Engineering</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation

## Designated Group Profiles – Departmentalized Academic Units (Faculty of Engineering)

The chart above gives a further breakdown of the Departmentalized Academic Units by University Professors (NOC 4011) per the following:

- There are no Women that meet representation in the Faculty of Engineering.
- There are no Indigenous/Aboriginal peoples that meet representation in the Faculty of Engineering.
- Racialized People/Visible minorities meet representation in the following Academic Departments.
  - Civil and Environmental Engineering.
  - Electrical and Computer Engineering.
  - Mechanical, Automotive, and Materials Engineering.
  - Persons with disabilities meet representation in the department of Civil & Environmental Engineering.
  
- There is no underrepresentation that is not considered significant per the severity ratio for Women.
- There is no underrepresentation that is not considered significant per the severity ratio for Indigenous/Aboriginal Peoples.
- There is no underrepresentation that is not considered significant per the severity ratio for Racialized People/Visible Minorities.
- There is no underrepresentation that is not considered significant per the severity ratio for Persons with disabilities.
  
- Women that are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Civil and Environmental Engineering.
  - Electrical and Computer Engineering.
  - Mechanical, Automotive, and Materials Engineering.
  
- Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Civil and Environmental Engineering.
  - Electrical and Computer Engineering.
  - Mechanical, Automotive, and Materials Engineering.
  
- There are no Racialized People/Visible minorities that are significantly underrepresented in the Faculty of Engineering.
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Electrical and Computer Engineering.
  - Mechanical, Automotive, and Materials Engineering.

## Designated Group Profile – Academic Departments – Faculty of Science (Departmental)

(includes all lecturers, assistant professors, associate professors, and full professors; excludes assistant deans, associate deans, and deans)

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - ACADEMIC UNITS - Faculty of Engineering				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>Biomedical Sciences</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Chemistry &amp; Biochemistry</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Economics</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Integrative Biology</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
<b>Mathematics &amp; Statistics</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Physics</b>	Underrepresentation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>School of Computer Science</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>School of the Environment</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation

## Designated Group Profiles – Departmentalized Academic Units (Faculty of Science)

The chart above gives a further breakdown of the Departmentalized Academic Units by University Professors (NOC 4011) per the following:

- Women meet representation in the department of Integrative Biology.
- Indigenous/Aboriginal peoples meet representation in the department of Integrative Biology.
- Racialized People/Visible minorities meet representation in the following:
  - Biomedical Sciences.
  - Chemistry and Biochemistry.
  - Economics.
  - Mathematics and Statistics.
  - Physics.
  - School of Computer Science.
  - School of the Environment.
  
- Persons with disabilities meet representation in the department of Physics.
- Women that are underrepresented, however, are not considered significant per the severity ratio in the department of Physics.
- There is no underrepresentation that is not considered significant per the severity ratio for Indigenous/Aboriginal Peoples.
- There is no underrepresentation that is not considered significant per the severity ratio for Racialized People/Visible Minorities.
- There is no underrepresentation that is not considered significant per the severity ratio for Persons with disabilities.
  
- Women that are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Biomedical Sciences.
  - Chemistry and Biochemistry.
  - Economics.
  - Mathematics and Statistics.
  - School of Computer Science.
  - School of the Environment.
  
- Indigenous/Aboriginal peoples that are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Biomedical Sciences.
  - Chemistry and Biochemistry.
  - Economics.
  - Mathematics and Statistics.
  - Physics.
  - School of Computer Science.

- School of the Environment.
- Racialized People/Visible minorities that are significantly underrepresented in the department of Integrative Biology.
- Persons with disabilities that are significantly underrepresented (including 0.0%) in the following Academic Units:
  - Biomedical Sciences.
  - Chemistry and Biochemistry.
  - Economics.
  - Integrative Biology.
  - Mathematics and Statistics.
  - School of Computer Science.
  - School of the Environment.



## Designated Group Employment Equity Data Profile – Staff Units (Non-Academic)

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

<b>DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS</b>				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>Alumni Affairs and Donor Communications</b>	Meet Representation	Meet Representation	Meet Representation	Significant Underrepresentation
<b>Athletics and Recreational Services</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
<b>Budgets and Financial Services</b>	Meet Representation		Meet Representation	Significant Underrepresentation
<b>Campus Community Police</b>	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Underrepresentation
<b>Career Development and Experiential Learning</b>	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>Centre for English Language Development</b>	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>Centre for Teaching and Learning</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>Co-operative Education and Workplace Partnerships</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>Facility Services</b>	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>Financial Accounting and Reporting</b>	Meet Representation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation

## Designated Group Employment Equity Data Profile – Staff Units (Non-Academic) cont’d

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

<b>DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS</b>				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>Food Services</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>Human Resources</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>Office of Human Rights, Equity and Accessibility</b>	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>I.T. Services</b>	Significant Underrepresentation	Significant Underrepresentation	Meet Representation	Significant Underrepresentation
<b>Institutional Analysis</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>International Student Centre</b>	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>Public Affairs and Communication</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
<b>Office of the Registrar</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>Residence Services</b>	Meet Representation	Significant Underrepresentation	Underrepresentation	Significant Underrepresentation
<b>Student Accessibility Services</b>	Meet Representation	Significant Underrepresentation	Meet Representation	Meet Representation
<b>Student Health, Counselling and Wellness Services</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>Office of Enrolment Management</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation

### Designated Group Employment Equity Data Profile – Staff Units (Non-Academic) cont’d

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF UNITS				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>University Secretariat</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Significant Underrepresentation
<b>Office of Research and Innovation Services</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
<b>Office of Student Experience</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation

## Designated Group Profiles – Staff Units (Non-Academic)

The charts above give another breakdown of the Staff Units (Non-Academic) by departments.

### Staff Units (Non-Academic) by Departments

- Women meet representation in the following Staff (Non-Academic) Departments:
  - Alumni Affairs and Donor Communications.
  - Athletics and Recreational Services.
  - Budgets and Financial Services.
  - Career Development and Experiential Learning.
  - Centre for English Language Development.
  - Centre for Teaching and Learning.
  - Co-operative Education and Workplace Partnerships.
  - Financial Accounting and Reporting.
  - Food Services.
  - Human Resources.
  - Office of Human Rights, Equity and Accessibility.
  - Institutional Analysis.
  - International Student Centre.
  - Public Affairs and Communications.
  - Office of the Registrar.
  - Residence Services.
  - Student Accessibility Services.
  - Student Health, Counselling, and Wellness Services.
  - Office of Enrolment Management.
  - University Secretariat.
  - Office of Research and Innovation Services.
  - Office of Student Experience.
  
- Indigenous/Aboriginal peoples meet representation in the following Staff (Non-Academic) Departments:
  - Athletics and Recreational Services.
  - Budgets and Financial Services.
  - Centre for Teaching and Learning.
  - Facility Services.
  - Food Services.
  - Office of Enrolment Management.
  - University Secretariat.
  
- Racialized People/Visible minorities meet representation in the following Staff (Non-Academic) Departments:
  - Alumni Affairs and Donor Communications.
  - Budgets and Financial Services.
  - Career Development and Experiential Learning.

- Centre for English Language Development.
  - Office of Human Rights, Equity and Accessibility.
  - I.T. Services.
  - International Student Centre.
  - Student Accessibility Services.
- Persons with disabilities meet representation in the following Staff (Non-Academic) Departments:
    - Career Development and Experiential Learning.
    - Centre for English Language Development.
    - Centre for Teaching and Learning.
    - Facility Services.
    - Food Services.
    - Office of Human Rights, Equity and Accessibility.
    - International Student Centre.
    - Public Affairs and Communication.
    - Student Accessibility Services.
    - Office of Enrolment Management.
    - Office of Research and Innovation Services.

#### Staff Units (Non-Academic) by Departments

- There is no underrepresentation that is considered not significant per the severity ratio for Women.
- There is no underrepresentation that is considered not significant per the severity ratio for Indigenous/Aboriginal Peoples.
- Racialized People/Visible Minorities are underrepresented, however, considered not significant per the severity ratio in the following Staff Units (Non-Academic) Departments:
  - Financial Account and Reporting.
  - Residence Services.
- Persons with disabilities are underrepresented, however, considered not significant per the severity ratio in the following Staff Units (Non-Academic) Departments:
  - Campus Community Police.

#### Staff Units (Non-Academic) by Departments

- Women are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments:
  - Campus Community Police.
  - Facility Services.
  - I.T. Services.

- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments:
  - Alumni Affairs and Donor Communications.
  - Campus Community Police.
  - Career Development and Experiential Learning.
  - Centre for English Language Development.
  - Co-operative Education and Workplace Partnerships.
  - Financial Accounting and Reporting.
  - Human Resources.
  - Office of Human Rights, Equity and Accessibility.
  - I.T. Services.
  - Institutional Analysis.
  - International Student Centre.
  - Public Affairs and Communications.
  - Office of the Registrar.
  - Residence Services.
  - Student Accessibility Services.
  - Student Health, Counselling, and Wellness Services.
  - Office of Research and Innovation Services.
  - Office of Student Experience.
  
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments:
  - Athletics and Recreational Services.
  - Campus Community Police.
  - Centre for Teaching and Learning.
  - Co-operative Education and Workplace Partnerships.
  - Facility Services.
  - Food Services.
  - Human Resources.
  - Institutional Analysis.
  - Public Affairs and Communication.
  - Office of the Registrar.
  - Student Health, Counselling, and Wellness Services.
  - Office of Enrolment Management.
  - University Secretariat.
  - Office of Research and Innovation Services.
  - Office of Student Experience.
  
- Persons with disabilities are significantly underrepresented (including 0.0%) in the following Staff Units (Non-Academic) Departments:
  - Alumni Affairs and Donor Communications.
  - Athletics and Recreational Services.
  - Budgets and Financial Services.
  - Co-operative Education and Workplace Partnerships.

- Financial Accounting and Reporting.
- Human Resources.
- I.T. Services.
- Institutional Analysis.
- Office of the Registrar.
- Residence Services.
- Student Health, Counselling, and Wellness Services.
- University Secretariat.
- Office of Student Experience.

## Designated Group Employment Equity Data Profile – Staff Affiliation Group (Non-Academic)

(includes full-time and part-time managerial and professional employees, all full-time and part-time unionized staff employees, full-time and part-time temporary staff employees (that have worked more than 12 weeks))

DESIGNATED GROUP EMPLOYMENT EQUITY PROFILE - STAFF AFFILIATION GROUP				
	Women	Indigenous/Aboriginal Peoples	Racialized People/Visible Minorities	Persons with Disabilities
<b>Unifor 444</b>	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation
<b>Unifor 2458 Full Time</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>Unifor 2458 Part Time</b>	Meet Representation	Meet Representation	Underrepresentation	Meet Representation
<b>Unifor 2458 Engineers</b>	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>CUPE 1001 Full Time</b>	Significant Underrepresentation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>CUPE 1001 Part Time</b>	Meet Representation	Meet Representation	Significant Underrepresentation	Meet Representation
<b>CUPE 1393</b>	Meet Representation	Significant Underrepresentation	Underrepresentation	Underrepresentation
<b>Managerial &amp; Professionals</b>	Meet Representation	Underrepresentation	Significant Underrepresentation	Significant Underrepresentation
<b>Executives</b>	Meet Representation	Significant Underrepresentation	Significant Underrepresentation	Meet Representation



## Designated Group Profiles – Staff Affiliation Groups (Non-Academic)

The following explains what roles are under each affiliation group:

- Unifor 444 (includes campus community police and parking services).
- Unifor 2458 Full Time (office and clerical staff).
- Unifor 2458 Part Time (office and clerical staff).
- Unifor 2458 Engineers (stationary engineers and refrigeration mechanics).
- CUPE 1001 Full Time (food services, maintenance, housekeeping, and grounds).
- CUPE 1001 Part-Time (food services, maintenance, housekeeping, and grounds).
- CUPE 1393 (skilled trades and technical staff).
- Managerial & Professionals (some directors, managers, non-union professionals, etc.).
- Executives (senior leadership).

### Staff Affiliation Groups Representation

- Women meet representation in the following Staff Affiliation Groups:
  - Unifor 2458 Full Time.
  - Unifor 2458 Part Time.
  - CUPE 1001 Part Time.
  - CUPE 1393.
  - Managerial & Professionals.
  - Executives.
- Indigenous/Aboriginal peoples meet representation in the following Staff Affiliation Groups:
  - Unifor 2458 Part Time.
  - CUPE 1001 Full Time.
  - CUPE 1001 Part Time.
- There are no Racialized People/Visible minorities that meet representation in the Staff Affiliation Group(s).
- Persons with disabilities meet representation in the following Staff Affiliation Groups:
  - Unifor 444.
  - Unifor 2458 Part Time.
  - CUPE 1001 Full Time.
  - CUPE 1001 Part Time.
  - Executives.

### Staff Affiliation Groups Underrepresentation

- There is no underrepresentation that is not considered significant per the severity ratio for Women.
- Indigenous/Aboriginal Peoples are underrepresented, however, not considered significant per the severity ratio, in the affiliation group:

- Managerial & Professionals.
- Racialized People/Visible Minorities are underrepresented, however, not considered significant per the severity ratio, in the affiliation group:
  - Unifor 2458 Part Time.
  - CUPE 1393.
- Persons with disabilities are underrepresented, however, not considered significant per the severity ratio, in the affiliation group:
  - CUPE 1393.
- Women are significantly underrepresented (including 0.0%) are found in the following affiliation groups:
  - Unifor 444.
  - Unifor 2458 Engineers.
  - CUPE 1001 Full Time.
- Indigenous/Aboriginal peoples are significantly underrepresented (including 0.0%) are found in the following affiliation groups:
  - Unifor 444.
  - Unifor 2458 Full Time.
  - Unifor 2458 Engineers.
  - CUPE 1393.
  - Executives.
- Racialized People/Visible minorities are significantly underrepresented (including 0.0%) are found in the following affiliation groups:
  - Unifor 444.
  - Unifor 2458 Full Time.
  - Unifor 2458 Engineers.
  - CUPE 1001 Full Time.
  - CUPE 1001 Part Time.
  - Managerial & Professionals.
  - Executives.
- Persons with disabilities are significantly underrepresented (including 0.0%) are found in the following affiliation groups:
  - Unifor 2458 Full Time.
  - Unifor 2458 Engineers.
  - Managerial & Professionals.

## Action Plans and Timelines in 2022

Outlined below are action plans and timelines for 2022. These are primarily from the Employment Equity Multi-Year Plan 2021-2025.

In this section, under the column “Status Update”, the status of the action plan is updated as of December 2022. Any items that are in progress will be carried over to next year and will be updated on the Employment Equity Annual Report 2023.

Goal	Action Plan	Responsibility	Timeframe	Status Update
<b>EE Data Management</b>				
Update data on the Workplace Equity Information Management System (WEIMS)	Populate WEIMS data 2021	OHREA, ITS	Winter 2022	Done
Canada Research Chair Equity, Diversity, and Inclusion Action Plan (CRC EDI Action Plan)	Monitor and review equity targets as per CRC Program requirements	OHREA, ORIS	Winter-Summer 2022	Done
	Submit equity targets to CRC Program (December 2022)	OHREA, ORIS	Fall 2022	Done
<b>EE STRUCTURE</b>				
Review EE Related Committees	Review/Revise Terms of Reference for the Employment Equity Coordinating Committee (EECC)	EECC, OHREA, PCDI	Winter 2022-Fall 2022	Done
Support and Reinforcing of Employment Equity/Procedures Assessors (EE/PA) System	Review/Revise EE/PA list and recruiting progress	OHREA, WUFA, OP	Fall 2022	Done
<b>POLICIES, PRACTICES, PROCEDURES</b>				
Personal Pronouns	OHREA and ITS develop project scope to add personal pronouns field to VIP HR/Payroll System and employee portal	OHREA, ITS	Summer 2022	Done
	Review list of pronouns (see student system as example)	OHREA	Fall 2022	Done

Goal	Action Plan	Responsibility	Timeframe	Status Update
Committee Checklist for Management or External Staff Hiring	Develop 2 documents: Committee Checklist for Management or External Staff Hiring Guidelines for Management or External Staff Hiring	EECC R&A, OHREA, HR	Winter 2022	In Progress
<b>REPORTING</b>				
Employment Equity Annual Report	Complete the Employment Equity 2021 Annual Report	OHREA	Winter-Summer 2022	Done
	Upload Employment Equity 2021 Annual Report to OHREA website	OHREA	Fall 2022	Done
<b>COMMUNICATION</b>				
Diversity Advertising Avenues	Continue to update the spreadsheet	OHREA, Ignite Program	Winter 2022-Fall 2022	Done
uGrow Employee Leadership Campaign	Develop action plan for uGrow campaign	OHREA, EECC I&R	Fall 2021-Spring 2022	Done
	Develop promotional brochures, flyers, items for uGrow campaign	OHREA, PAC	Spring 2022-Fall 2022	Done
	Develop communication plan for uGrow campaign	OHREA, PAC	Spring 2022-Fall 2022	Done
	Develop website for uGrow campaign	OHREA, PAC	Fall 2022-Spring 2023	In Progress
	Launch uGrow campaign	OHREA, PAC	Spring 2023	In Progress
<b>PROFESSIONAL DEVELOPMENT</b>				
EE Training with focus on EE/PAs	EE Training Luncheon for EE/PAs and others involved in hiring (invitations to applicable University community personnel)	OHREA, PCEE, OP	Fall 2022	Done
Pride at Work Canada	Renew membership	OHREA	Summer 2022	Done
	2hr free consultation – develop two workshops (student and employee)	EECC T&E, OHREA, HR, CTL, OOL	Fall 2022 & Spring 2023	Done
<b>RECRUITMENT, PROMOTION, RETENTION</b>				
Employment Equity Data Profile for Academic Units hiring process	Provide Academic Unit specific EE Data to AAU Heads, Directors, and Deans	OHREA	Fall 2022	Done

## Employment Equity, Diversity, and Inclusion Highlights in 2022

### COVID-19 Pandemic Continuing Into 2022

The beginning of 2022 and the start of the Winter term, saw Ontario moving to a “Modified Step 2 of Roadmap to Reopen”. For employees at the University, this meant that those who were able to work remotely from home were required to do so and the University went back to the “Essential Workers” model. The result was a reduction in the number of staff scheduled for an on-campus shift, visits to campus were for essential purposes only and must be approved, and staff approved to go on campus had to continue to complete the Safe Lancer app or online self-assessment questionnaire prior to arriving on campus. Moving forward into the intersession, summer and fall semesters, the “Return to Campus” plans slowly opened with students, staff and faculty returning to campus in person and some of the requirements and measures being suspended. The Fall term welcomed a larger number of students, staff and faculty returning in person to campus. Many events, activities, sports, etc. that were once transitioned to online virtual platforms returned to in-person while trying to maintain health and safety protocols outlined by the University. Closing out 2022, the University community was once again back on campus.

### Personal Pronouns Project

Employees at the University now have the option to select their personal pronouns on the MyUWinfo Employee Portal. Only employees can update this field for their records and this field can be changed at any time. The field can be left blank or populated with any of the options available. For student employees, similar to address changes, pronouns updated on the UWinsite Student System will automatically interface with HRIS during nightly integration. For more detailed instructions, visit the [Knowledge Based – How to Add or Change My Personal Pronouns](#).

### Pride at Work Canada

This is the second year that the University has renewed its partnership as a member of Pride at Work Canada. “Through dialogue, education and thought leadership, Pride at Work Canada empowers employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation.”<sup>6</sup> To learn more and to access the wide range of services offered, visit the [Pride at Work Canada](#).



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<sup>6</sup> <https://prideatwork.ca/>

## uGrow Employee Leadership Campaign

The EECC Inclusion and Retention Subcommittee continues to work on the “uGrow Employee Leadership Campaign.” The uGrow campaign encourages employees who self-identify as members of designated groups to “Step Up” and enhance their skills and aspirations to pursue and assume leadership positions. The uGrow campaign includes a “Step Up” model that includes Search, Training, Empower and Progress. The campaign includes two programs that follow the Step-Up model: the Individual Program and the Team Program. To learn more details about the campaign, model, and programs, visit the [uGrow Employee Leadership Campaign](#). The website also includes additional resources, information, articles, tools, training, funding, succession planning, mentorship, etc.



## Advocate from Symplicity

Advocate from Symplicity is an online case management system. The system supports the entire case management process from the initial submission of the case through generating letters, booking meetings, all the way to resolution. In addition, the system includes audit trails that capture all details of the case management, and users can generate and run reports to gather key data to help inform initiatives or programs. The University purchased Advocate for a three-year term, with renewals. There are opportunities for multiple offices within the institution to partner and maximize the use of the product in order to efficiently manage the cost of the system. Any units interested in learning more details about this system, please contact OHREA at [ohrea@uwindsor.ca](mailto:ohrea@uwindsor.ca) or call extension 3400. To learn more about their website, visit [Advocate from Symplicity](#).

## Six (6) staff collective agreements

In 2022, six of the University’s staff unionized collective agreements were up for renewal. This included:

1. Unifor 2458 Full-Time, Office & Clerical Staff.
2. Unifor 2458 Part-Time, Office & Clerical Staff.
3. Unifor 2458 Engineers.

4. Unifor 444 Campus Community Police and Parking Services.
5. CUPE 1393 Skilled Trades and Technical Staff.
6. CUPE 1001 Full-Time and Part-Time, Food Services, Housekeeping & Grounds.

Employment equity was one of the items highlighted to discuss during negotiations and to improve the language to go beyond just a commitment to employment equity. In the end, all 6 collective agreements included the following language:

*“To advance our commitment to achieving greater equity, diversity, inclusion and decolonization by addressing systemic barriers, particularly those experienced by members of underrepresented or disadvantaged groups, by embedding the principles of equity, diversity and inclusion and decolonization in all we do.”*

For more details on the 6 staff unionized collective agreements, visit the [Staff Labour Relations](#).

### Senior Advisor to the President on Indigenous Relations and Outreach

On January 17, 2022, the inaugural Senior Advisor to the President on Indigenous Relations and Outreach started a two-year position. As announced in the [Daily News](#) the position will provide “leadership, advocacy, and outreach, and will work consultatively to finalize the structure and responsibilities of a permanent Indigenous leadership role at the executive level at the University of Windsor and to address systemic support for the ongoing and necessary work of Truth and Reconciliation.” Additionally, the priorities of this role will be to “improve relationships with Indigenous peoples (students, staff, faculty, Indigenous communities and organizations), guide the development of the new Indigenous space on campus, collaborate on the development of respectful and sustainable decision making and consultation processes related to Indigenous matters, and help the University chart its path as it begins to take more comprehensive action towards Indigenization and decolonization.” Follow this link, [Associate Dean Beverly Jacobs named Senior Advisor on Indigenous Relations and Outreach](#) for the full article announcement.

### Senior Executive Officer of Equity, Diversity, and Inclusion

On May 16, 2022, a new appointment of Senior Executive Officer of Equity, Diversity, and Inclusion began in the Office of the Vice-President of Equity, Diversity, and Inclusion (OVPEDI). The position will “provide senior strategic leadership and support to the VPEDI, to advance the EDI priorities of the University.” In addition, the “portfolio will play a key role in the strategic planning and implementation of EDI policies and practices at the University of Windsor.” Follow this link, [Acting Vice-President, Human Resources appointed Senior Executive Officer, Equity, Diversity, and Inclusion](#) for the full article announcement.

## **Conclusion**

Equity, diversity, and inclusion are critical elements that must be prioritized in every aspect at the University of Windsor. A commitment to these values is essential to creating an equitable and just University where everyone has opportunities to succeed regardless of their background, race, gender, or beliefs. By embracing diversity and promoting inclusion, the University can foster a sense of belonging and build new relationships. It is important to recognize that building a university community that values equity, diversity, and inclusion is an ongoing process that requires constant effort and reflection by everyone on campus. Only through collective action and a strong commitment to these values can we achieve a more just and equitable society for all students, staff, and faculty at the University of Windsor.