



***Policy Title: Employment & Educational Equity Policy**

***Date Established: November 1990**

***Office with Administrative Responsibility: Office of Human Rights, Equity and Accessibility**

***Approver: President's Committee on Diversity and Inclusion (PCDI)**

***Revision Date(s): August 17, 2006; May 19, 2021, August 31, 2021**

Introduction/Background/Purpose

The purpose of this policy is to outline and establish the objectives of the Employment and Educational Equity Program at the University of Windsor.

Employment and educational equity can be defined as a goal that could be achieved through practices designed to eliminate discriminatory barriers that interfere with the hiring, promotion, and training of the five designated groups. The five designated groups consist of the four federally designated groups: Indigenous/Aboriginal peoples, persons with disabilities, racialized people/visible minorities, and women and the University's fifth designated group sexual/gender minorities.

Through analysis of the workforce data, the University of Windsor will eliminate any employment barriers and discriminatory practices that exist; it will apply measures to ensure equitable preparation and opportunities for advancement and promotion of designated groups within the University; and it will ensure appropriate representation of target equity seeking groups throughout the University's workforce.

Application/Scope of Policy

This policy applies to all University of Windsor students and employees.

Definitions

Terminology and definitions of the four federally designated groups are in accordance with the Employment Equity Act and Federal Contractors Program (Indigenous/Aboriginal peoples,

persons with disabilities, visible minorities and women). The Employment Equity Act does not define women.

Statutory Definitions

(as set out in Section 3 “Interpretations – Definitions” of the Employment Equity Act)

Aboriginal peoples means persons who are First Nations (Status or Non Status), Inuit or Metis Nation.

*Indigenous peoples*¹ Unless the context requires the use of the term Aboriginal peoples as it appears in the *Employment Equity Act* or as part of a proper name, the Labour Program uses the term Indigenous people.

Members of visible minorities means persons, other than Indigenous/Aboriginal peoples, who are non-white in colour/race, regardless of place of birth.

Persons with disabilities means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who

(a) consider themselves to be disadvantaged in employment by reason of that impairment;

(b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment; or

(c) includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Non-Statutory Definitions

*Sexual/Gender Minorities (LGBTIQ2S+)*² is not one of the federally designated groups. However, at the University of Windsor, it is the fifth designated group.

Underrepresentation is when members of a designated group have a significantly lower internal percentage compared to the external workforce percentage.

Designated Groups means the four federally designated groups consisting of Indigenous/Aboriginal peoples, persons with disabilities, members of racialized people/visible minorities and women. The fifth designated group recognized at the University of Windsor is sexual/gender minorities.

¹ <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity.html>

² Lesbian, Gay, Bisexual, Transgender, Intersexed, Queer, Two-Spirited, plus

Diversity refers to the variety of similarities and differences among people, including but not limited to: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type.³

Inclusion is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward organizational and societal goals.⁴

Roles and Responsibilities

All members of the University of Windsor community have roles and responsibilities regarding enhancing, promoting, and sustaining the University's Employment and Educational Equity Policy.

Policy Statement

The University of Windsor recognizes the importance of meeting its employment and educational equity goals with respect to the members of the designated groups. The University is committed to providing a working, teaching, and learning environment within which equity, diversity and inclusion can be achieved.

General

The following are the objectives of the Employment and Educational Equity Policy:

1. To increase the University community's awareness of the principles, goals and benefits of the Employment and Educational Equity Programs.
2. To provide an environment that encourages, fosters, and supports the full participation of members of designated groups in the University community.
3. To encourage members of designated groups to develop their abilities and aspirations to assume leadership positions in the University community.
4. To maintain employment equity outreach activities within various organizations and in the community.

³ <https://centreforglobalinclusion.org/wp-content/uploads/2017/09/GDIB-V.090517.pdf>

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5. To enhance a positive organizational climate, thereby ensuring the recruitment, promotion, and retention of members of designated group.

Employment Equity

The purpose of employment equity for employees is:

1. To identify and address and/or eliminate all policies and/or practices that may serve as potential barriers to the employment and advancement of members of designated groups.
2. To highlight the gaps and underrepresentation of members of designated groups using equitable tools available.
3. To increase the representation and inclusion of members of designated groups in the University workforce to reflect the diversified composition of the Canadian society as a whole.

Educational Equity

The primary purpose of educational equity is:

1. To provide the students with positive role models from members of the designated groups.
2. To encourage and further advance the participation of under-represented students in academic programs, e.g. female students in non-traditional programs.
3. To provide support services toward the academic success and positive student experience of members of designated groups.

Review By: Every 3 years after most current revision date

Appendices: None

Cross References:

Employment Equity Act (<https://laws-lois.justice.gc.ca/eng/acts/e-5.401/20171212/P1TT3xt3.html>)

Federal Contractors Program (<https://www.canada.ca/en/employment-social-development/programs/employment-equity/federal-contractor-program.html>)

University of Windsor Accessibility Policy

(http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/edit_with_updated_uwin_logo_-_accessibility_policy_feb_2013.pdf)

University of Windsor Employment Equity Coordinating Committee and related Subcommittees
(<http://www.uwindsor.ca/ohrea/29/employment-equity-coordinating-committee>)

University of Windsor Employment Equity Reports (includes information on Employment Equity Multi-Year Plan) (<http://www.uwindsor.ca/ohrea/52/reports>)

University of Windsor Employment Equity Survey
(<http://www.uwindsor.ca/ohrea/56/employment-equity-survey>)

University of Windsor Human Rights Policy
(http://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/Human%20Rights%20Policy_0.pdf)