Western’s Commitment
Western recognizes that diversity enriches our experience, broadens our perspectives and allows us to compete effectively for talent at the local, provincial, national and global level. Western’s formal commitment to diversity dates back to 1988 when the University became a signatory to the Federal Contractors Program (FCP). Western continues to use the best practices identified by the FCP to guide our employment equity initiatives aimed at achieving and maintaining a diverse workforce that is representative of designated group members (women, members of racialized groups/visible minorities, Aboriginal persons and persons with disabilities).

Employment Equity Survey
Western’s employment equity survey is a crucial component of our commitment to diversity as it provides an accurate picture of the composition of Western’s workforce. This information is essential to develop employment equity programs and to measure our progress towards creating both an equitable workplace and building a diverse workforce. As of March 31, 2014, Western’s survey response rate stands at 86.3%.

2014 Workforce Analysis
The data presented in this workforce analysis reflects the composition of Western’s workforce as of March 31st, 2014. Western’s workforce analysis seeks to quantify the representation of designated group members as defined by the guidelines set out in the Federal Contractors Program. For more information on the analysis, please refer to the ‘2014 Workforce Analysis Summary Tables’ and the ‘Supplementary Guide to the Workforce Analysis Summary’ available at http://www.uwo.ca/equity/diversity/employment/reports.html.

Staff Workforce Analysis
Staff positions at Western have been grouped into 14 Employment Equity Occupational Groups (EEOG) and compared to corresponding external workforce data drawn from the 2011 Census. Classifying our administrative staff in this way reveals that 82.7% of Western staff members fall into 5 major EEOG’s (see Exhibit 1).

Exhibit 1: Distribution of Employees by Major Employment Equity Occupational Group (EEOG)

- Professionals
- Semi-Professionals & Technicians
- Administrative & Senior Clerical
- Clerical Personnel
- Other Sales & Service Personnel

Women
- Women comprise 64.4% of the administrative staff on campus.
- Women remain under-represented among Skilled Sales & Service Personnel.
- Women are no longer significantly under-represented among Skilled Craft and Trades Workers.

Members of Racialized Groups/Visible Minorities
- Members of racialized groups/visible minorities represent 8.4% of administrative staff on campus.
- Members of racialized groups/visible minorities continue to be under-represented in a number of staff groups on campus: Middle & Other Managers; Professionals; Semi-Skilled Manual Workers; and among Other Sales & Service Personnel.
• New significant gaps in under-representation are found among Supervisors, Clerical Personnel and Intermediate Sales and Service.

Aboriginal Persons
• Aboriginal persons account for 0.7% of the administrative staff on campus.
• Aboriginal persons are significantly under-represented among Semi-Professionals & Technicians and Clerical Personnel.
• There is no Aboriginal representation in 6 of the EEOG’s where the external data suggests representation should be present.

Persons with Disabilities
• Persons with disabilities represent 3.7% of administrative staff on campus.
• Persons with disabilities continue to be under-represented among Professionals; Semi-professionals & Technicians; Supervisors; and Other Sales & Service Personnel.
• New significant gaps in under-representation are found among Middle and Other Managers, and Clerical Personnel.

Faculty Workforce Analysis
Faculty positions at Western have not been grouped into EEOG’s, but rather have been compared externally to national level data for ‘university professors and lecturers’ (NOC 4011) in the 2011 Census.

Women
• Women comprise 33.3% of faculty members on campus and are under-represented on campus when compared to the 43.3% external availability rate of female university professors and lecturers.

Members of Racialized Groups/Visible Minorities
• Members of racialized groups/visible minorities represent 16.2% of faculty members on campus and are not significantly under-represented at Western when compared to their 19.1% external availability rate among university professors and lecturers.

Aboriginal Persons
• Aboriginal persons comprise 0.6% of faculty members on campus and are significantly under-represented as faculty members when compared to their external availability rate of 1.3% among university professors and lecturers.

Persons with Disabilities
• Persons with disabilities represent 3.2% of faculty members on campus and are not significantly under-represented when compared to their external availability rate of 3.8%.

NOTE: Faculty-level data on the representation of designated group members by Faculty is available through Equity & Human Rights Services.

Conclusion
Western is proud that our workplace culture respects and celebrates diversity. By continuing our efforts at developing a diverse workforce, Western will be well-positioned to respond to the needs of all members of our increasingly diverse campus community.

Equity & Human Rights Services helps foster diversity at Western through our support of the University’s employment equity policy. While employment equity and diversity are central to our mission in EHRS, all members of the university community share in the responsibility of creating an equitable and diverse campus community.

FOR FURTHER INFORMATION, PLEASE CONTACT:
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i The Federal Contractors Program (FCP) applies to provincially regulated employers with a workforce in Canada of 100 or more employees who receive federal government goods or services contracts of $1,000,000 or more. Due to changes made to the FCP in 2013, Western is not currently classified as a contractor under the Program.

ii For details on the EEOGs and examples of positions at Western that fall into each of the categories refer to Appendix A in the Supplementary Guide the Workforce Analysis Summary Report available online at http://www.uwo.ca/equity/about/reports.html.