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 first became a signatory to the Federal Contractors Program (FCP). Since that time, the FCP has guided our employment equity initiatives aimed at achieving and maintaining a diverse workforce that is representative of designated group members (women, 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, 2012, Western’s survey response rate stands at 87.3%.

2012 Workforce Analysis
The data presented in this workforce analysis reflects the composition of Western’s workforce as of March 31st, 2012. Western’s workforce analysis seeks to quantify the under-representation of the designated group members as determined by the guidelines set out in the Federal Contractors Program. For more information on the analysis, please refer to the ‘2012 Workforce Analysis Summary Tables’ and the ‘Supplementary Guide to the Workforce Analysis Summary’ available at www.uwo.ca/equity/reports.htm.

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 2006 Census. Classifying our administrative staff in this way reveals that 81% of Western staff members fall into 5 major EEOG’s: Professionals; Semi-Professionals & Technicians; Administrative & Senior Clerical; Clerical Personnel; and Other Sales & Service Personnel (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 64.5% of the administrative staff on campus.
- Women are under-represented among both Skilled Sales & Service Personnel and Skilled Craft & Trades Workers.

Visible Minorities
- Visible Minorities represent 7.8% of administrative staff on campus.
- Visible Minorities are under-represented in a number of staff groups on campus: Middle & Other Managers; Professionals; Supervisors; Clerical Personnel; Semi-Skilled Manual Workers; and among Other Sales & Service Personnel.
Aboriginal Persons

- Aboriginal persons account for 0.6% of the administrative staff on campus.
- Aboriginal persons are under-represented among Semi-Professionals & Technicians. There is no Aboriginal representation among 6 of 14 EEOG’s at Western.
- A new significant gap in under-representation is found among Clerical Personnel.

Persons with Disabilities

- Persons with Disabilities represent 3.8% of administrative staff on campus.
- Persons with Disabilities are under-represented among Professionals; Supervisors; and Other Sales & Service Personnel.
- A new significant gap in under-representation is found among Semi-professionals & Technicians.

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’ (NOC 4121) in the 2006 Census.

Women

- Women comprise 32.5% of faculty members on campus and are under-represented when compared to the 39.6% external availability rate of female university professors.

Visible Minorities

- Visible minorities represent 15.7% of faculty members on campus and are comparably represented at Western when compared to their 15.1% external availability rate among university professors.

Aboriginal Persons

- Aboriginal persons comprise 0.6% of faculty members on campus and are under-represented as faculty members when compared to their external availability rate of 0.9% among university professors.

Persons with Disabilities

- Persons with disabilities represent 3.3% of faculty members on campus and are under-represented as faculty members when compared to their external availability rate of 4.5%.

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:

Equity & Human Rights Services
Western University
Arthur & Sonia Labatt Health Sciences Building, Rm 330
London, ON N6A 5B9
T 519.661.3334
F 519.661.2133
equity@uwo.ca
www.uwo.ca/equity/

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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 $200,000 or more.

ii In keeping with best practice suggestions under the FCP, the data on women in this report are extracted from Western’s Human Resources database.

iii 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 www.uwo.ca/equity/reports.htm.