

**2008 REPORT OF THE JOINT UWOFU/UWO EMPLOYMENT EQUITY
COMMITTEE**

**The University of Western Ontario
London, Ontario
September 2008**

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Section I – The Role of the Joint UWOFA/UWO Employment Equity Committee

The joint UWOFA/UWO Employment Equity Committee (hereinafter “the Committee”) recognizes that employment equity and diversity play an important role in the future success of Westernⁱ. The committee considers Employment Equity practices in relation to faculty and librarian/archivists to help ensure that Western remains compliant with its own internal employment equity policies and with the requirements of the Federal Contractors Program of which Western is a signatory.

The Committee is established pursuant to the Employment Equity Articles in the collective agreements for Faculty and Librarians/Archivists and The University of Western Ontario. These articles establish that the committee shall consist of two representatives appointed by the Association, at least one of whom is a member of one of the designated groupsⁱⁱ and two representatives appointed by the Employer, of which at least one shall be a member of the designated groups. It is also stipulated that the Director of Equity & Human Rights Services shall sit on the committee as a non voting member of the committee. A list of the committee members is provided in Appendix A of this report.

The Committee is advisory to the President’s Standing Committee on Employment Equity (PSCEE). In particular, the Committee serves as a vehicle for discussions between the parties concerning the development, implementation and monitoring of employment equity programs for faculty and librarians/archivists.ⁱⁱⁱ The Committee may periodically review criteria for evaluation and promotion of candidates to consider whether these criteria or practices discriminate against members of the designated groups identified in the Employment Equity Act (i.e. women, visible minorities, persons with disabilities and Aboriginal persons). The Committee may also consider whether there are inequities within the designated groups in the bargaining units for faculty and librarian/archivists and whether there are other groups beyond the designated groups who have a reasonable claim to consideration beyond what is provided pursuant to the discrimination and harassment article in the collective agreements.

During the 2007-2008 academic year, the Committee met eight times and is pleased to submit this report to highlight the work of the committee over this past year.

Section II – Highlights for the academic year 2007/2008

This section highlights the activities and issues considered by the Committee in the course of the 2007/2008 Academic year.

a. Workforce Analysis for Faculty and Librarians/archivists

The office of Equity & Human Rights Services presented the results of the 2007 Workforce Analysis Summary Report to the Committee. In particular, the Committee reviewed the representation rates of designated group members amongst faculty and librarian/archivists. It was noted that the overall faculty response rate had increased from 65.8% in 2006 to 70.6% in 2007. However, the Committee was pleased to receive updated information that the faculty response rate for the 2008 report will be above 80%, which is the threshold identified by Human Resources and Social Development Canada (HRSDC) to ensure accurate equity data.

Following discussion of the workforce data, the committee suggested that the offices of Faculty Relations and Equity & Human Rights Services might consider whether equity initiatives on campus would benefit from the two offices sharing aggregate data related to employment equity.

b. Deans' Annual Planning Guidelines

In September 2007 the annual planning guidelines were sent to the Deans. These guidelines project Faculty revenues and ask the Deans to provide their spending plans for the next three fiscal years (i.e., 2008-09 to 2010-11). In large measure these spending plans enable continued support of current faculty and identify where future faculty hiring will be occurring. In addition to showing how these spending plans will further the academic priorities of the Faculties, the Deans were asked to provide the following:

“a description of their efforts focused on the appointment and support of women in those disciplines where they are under-represented, as well as efforts to increase the representation of designated groups other than women. The description of these efforts should be placed in the context of the findings of the Workforce Analysis Report^{iv} recently completed by the Department of Equity and Human Rights Services.”

The description created by each Faculty was provided to the Committee for its consideration in the spring of 2008. The Committee reviewed the descriptions provided and commends this initiative. The Committee will be reviewing this information on an annual basis.

c. Development of a new Employment Equity Guide

A new edition of the Employment Equity Guide for Appointments Committees and Promotion and/or tenure Committees was completed by the Committee. The Committee expanded the Guide so that it could also be used by Annual Performance Evaluation Committees. Clause 8 of the Employment Equity article of the Faculty Collective Agreement requires that this guide be distributed to all bargaining unit members sitting on Appointments Committees and Promotion and Tenure Committees. Similarly, Clause 8 of the Employment Equity article of the Librarians and Archivists Collective Agreement requires that it be provided to all bargaining unit members sitting on Appointments Committees and Promotion and Continuing Appointments Committees. The Committee recommended expansion of this distribution list and arranged, with the help of the Office of Faculty Relations and The University of Western Ontario Faculty Association, for a copy of the Guide to be sent in the spring of 2008 to all Full-Time and Part-Time faculty bargaining unit members, as well as to all Librarians and Archivists.

d. Spending on hiring for Women and Aboriginal Faculty

Since 2003-04 the University has had in place a program whereby academic units hiring individuals into probationary or tenured faculty positions will receive an incremental payment of 50% of the first year's salary of the hired individual if that individual is a woman. The purpose of this program is to improve the representation of women within Western's faculty. More specifically, these funds are given to academic units to recruit their first-ranked candidate if that candidate is a woman. In the first year of this program the proportion of women among new faculty hired rose from 30% to 45%, and that increased proportion has been sustained in each of the years the program has been in operation. The cost of this program is between \$0.75M and \$1.5M annually. The annual planning guidelines ask each Dean to report on the use of the central funds that have been provided in cases where the candidate recruited is a woman. In the fall 2007 Planning Guidelines, the Deans were informed that this program has been expanded to cases where the individual hired is a member of the First Nations community. It is important that the Deans continue to be made aware of this program. The Committee commends the University for this initiative and also for its decision to extend this funding program to the hiring of faculty who are members from the First Nations community.

e. Faculty Analysis by Gender and Performance Assessment Indicator (PAI) Summary

Clause 7.4 of the Annual Performance Evaluation article of the faculty collective agreement requires that the Committee receive information about the number of bargaining unit members assessed in each Faculty, together with the means and standard deviations of performance scores, both for the Faculty as a whole and broken down by its Units, in aggregate and broken down by gender. In addition to receiving this information, the Committee also reviewed data on the distribution of performance scores, broken down by gender and rank, at the University, Faculty and Department or School level. In its review of the information the Committee observed no evidence of systemic gender-based biases in performance scores.

Twice each year, typically in February and September, the Vice-Provost (Academic Planning, Policy and Faculty) has provided a report on faculty hiring to the University's Senate and also to the University's Board of Governors. This report includes information on the gender composition of the entire professoriate, the gender composition of the incoming cohort of newly hired probationary and tenured faculty, as well as the gender composition of probationary and tenured faculty who resign their positions. For the last group the report also includes information about reasons for leaving Western, also broken down by gender. The Committee reviews these reports and notes the following:

- The proportion of women among the probationary and tenured professoriate has been steadily increasing over the last ten years, but is still lower than at many other research-intensive Canadian Universities.
- The proportion of women hired into probationary and tenured faculty positions has increased significantly over the past five years, coincident with the introduction of the program designed to improve the representation of women within Western's faculty (refer to item d above).
- The proportion of women among those resigning their positions at Western is higher than the proportion of women in the professoriate as a whole. Information derived from exit interviews with departing faculty suggest that women are more likely to leave because of family reasons, particularly spousal employment opportunities elsewhere.

f. Employment Equity Principles & Recruitment of Senior Academic Leaders

The Employment Equity Guide developed in accordance with the terms of the collective agreements for faculty and for librarians/archivists highlights the employment equity considerations and processes to be followed by appointments Committees and/or Promotion and/or Tenure Committees for librarians/archivists and faculty. The employment equity guide can be found online at: http://www.uwo.ca/equity/docs/fac_employ_equity_guide.pdf

Pursuant to its advisory role to PSCEE^v, and consistent with the University's commitment to diversity and employment equity, the Committee recommends that PSCEE review whether the principles of employment equity as outlined in the Employment Equity Guide should be provided to appointment committees engaged in the recruitment of senior academic leaders of the university including the selection of Deans, University Librarians, Associate Deans, Vice- Provosts and Provost.

Section III – Future Actions

Employment Systems Review

Starting in the fall of 2008, the University will be undergoing an Employment Systems Review (hereinafter “ESR”) pursuant to the requirements of the Federal Contractors Program (FCP) and employment equity legislation. The ESR will be undertaken with the assistance of consultants with expertise in conducting these types of reviews for complex organizations. The preferred consultants were identified through a search process that included canvassing submissions for consultants from members of the University community and PSCEE.

The ESR will examine the application of policies and practices relating to the employment systems for occupational groups^{vi}, where under-representations in the workforce by the designated group members have been identified based on the Workforce Analysis Report. The Committee will be involved with the ESR, including providing assistance to identify the resources, policies and practices which will need to be reviewed and to identify appropriate personnel for interviews and focus group participation for faculty and librarians/archivists. The ESR consultants will produce a report which will identify any barriers in the University's employment systems for the designated group members for the occupational groups where a representation gap has been identified.

Further Employment Equity Considerations

Consistent with the Employment Equity provisions in the Faculty and Librarians/Archivists Collective Agreements, the Committee suggests that consideration be given to expanding employment equity initiatives to members of other groups (i.e., in addition to those defined in the Employment Equity legislation) that might have reasonable, just and demonstrable claims for

consideration, such as individuals who identify as lesbian, gay, bisexual, transgendered and cross-gendered. Consideration should also be given to creating situations in which such self-identification is made as easy as possible.

The Committee will be considering how to ensure that the employment equity principles and recommended practices outlined in the Employment Equity Guide are being applied.

Section IV – Conclusion

The report is to be submitted to the Association and the Employer. The Employer will provide the report to the President's Standing Committee on Employment Equity and release it to the University community.

Appendix A

Members of the Employment Equity Committee

Employer Representatives

Dr. Alan Weedon, Vice-Provost (Academic Planning, Policy & Faculty) - Co- Chair

Dr. Louise Milligan (effective June 2008)

Association Representatives

Dr. Bonnie MacLachlan – Association representative and Co- Chair

Dr. Fred Antwi-Nsiah

Non Voting

Larissa Bartlett, Director Equity & Human Rights Services (on leave)

Andrea Magahey, Acting Director Equity & Human Rights Services

Terri Tomchick-Condon, Equity & Human Rights Services (Resource member)

Former committee members for the period of 2007/2008 included:

Shaila Beaudry

Michele Parkin

Endnotes

ⁱ Employment Equity Guide, pg 4. available online at:
http://uwo.ca/equity/docs/fac_employ_equity_guide.pdf

ⁱⁱ As defined by Employment Equity legislation, the term ‘designated groups’ refers to women, visible minorities, persons with disabilities and Aboriginal persons.

ⁱⁱⁱ The Faculty Collective Agreement between The University of Western Ontario and The University of Western Ontario Faculty Association, Employment Equity Article paragraph 10(d).

^{iv} The 2007 Workforce Analysis Report is available online at:
http://uwo.ca/equity/docs/workforce_analysis_2007.pdf

^v The Faculty Collective Agreement between The University of Western Ontario and The University of Western Ontario Faculty Association, Employment Equity Article paragraph 10.

^{vi} Occupational Groups refer to the list of job classes specified under the Employment Equity Act and its associated regulations.