



**Report of the President's Standing
Committee for Employment Equity (PSCEE)
2008-2009**

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

October 2009

Objectives of PSCEE

Western's formal commitment to employment equity dates back to 1988 when the University became a signatory to the Federal Contractors Program (FCP). The confirmation of Western's commitment to the principles of employment equity is embodied in the Western's Employment Equity Policy, M.A.P.P 3.2. While all members of the campus community play a role in the success of employment equity, the President's Standing Committee for Employment Equity (PSCEE) has specific responsibilities, which are outlined in the policy.

As per section 3(c) of Western's Employment Equity Policy, PSCEE is pleased to present their annual report to the President.

Equity Highlights (September 2008 to August 2009)

Over the past year, Western underwent an Employment Systems Review, conducted by external consultants. An Employment Systems Review is a requirement of the Federal Contractors Program and looks at the impact of all formal and informal employment policies and practices on the representation of designated group members (women, Aboriginal persons, persons with disabilities and members of visible minorities) within Western's workforce. The Employment Systems Review is focused only on those occupational groups where, after analysis of Western's employment equity data, a significant underrepresentation of designated group members exists. For more information on the representation of designated groups at Western, please see the Workforce Analysis Summary Report, prepared by Equity & Human Rights Services: <http://www.uwo.ca/equity/reports.htm>

PSCEE is also pleased to highlight the following equity-related achievements and initiatives.

- In June 2009, an all-day workshop on Mentoring Women was sponsored by Western's Caucus on Women's Issues, Provost's Office, Teaching Support Centre and UWOFA. It focused both on being a mentor and mentoring others. Faculty, post-doctoral students, and graduate students attended. A summary of the report is available: <http://www.uwo.ca/tsc/pdf/MentoringWomenWorkshop.pdf>
- The Faculty of Science appointed its first ever Assistant Dean, Diversity and Outreach: http://www.uwo.ca/sci/publications/news/Jones_Diversity.html
- In September 2008, the Faculty of Law converted a robing room (just outside the Moot Court) into a nursery to support a student/mother attending law school.
- In April 2009, the Faculty of Engineering welcomed Ilene Busch-Vishniac, McMaster University Provost and Vice-President (Academic) at the 18th annual Lynda Shaw Memorial Distinguished Lecture Series. Dr. Busch-Vishniac's

lecture addressed the Series' topic of "Attracting and Retaining More Women in Engineering".

- The Department of Women's Studies and Feminist Research received support from Senate to introduce a PhD program, commencing in September 2009.
- Through the Equity & Human Rights Services office, Western now offers an online multifaith calendar (available to all students, staff and faculty) to help facilitate the accommodation of religious and cultural holidays and celebrations on our campus.
- A poster and other staff recruitment materials have been developed for use in the Indigenous community. Human Resources (Staff Relations), with support from the Coordinator, Indigenous Services, has visited the local Indigenous community in order to develop relationships for the purpose of promoting employment.
- In March 2009, Western, along with the National Association of Friendship Centres (NAFC) and Indian and Northern Affairs Canada (INAC), hosted the third Aboriginal Policy Research Conference in Ottawa.
- In June 2009, Western celebrated the graduation of fifteen students, eleven of whom were Aboriginal, from the Masters of Education program with a special focus on Leadership for First Nations Schools. It is believed that this is one of the largest groups of Aboriginal students to ever graduate en masse from a Master's program at a Canadian university (Source: Western News, June 8, 2009).
- Rehabilitation Services offered the Mental Health First Aid (MHFA) Canada and Mental Health at Western for Leaders and Supervisors program. The aim of MHFA Canada is to improve the mental health knowledge of individuals who take the course. The objective of Mental Health at Western is to improve knowledge of mental health issues at Western including how to support employees and how to access resources.
- A project team was assembled to support the implementation of the Customer Service Standard, under the Accessibility for Ontarians with Disabilities Act (AODA). Western is required to comply with the standard by January 2010. More information may be found on the Accessibility at Western website: www.accessibility.uwo.ca
- The University Students' Council created an Accessibility Task Force for O-Week to assist in improving accessibility at orientation events during September 2009. The task force received input from Services for Students with Disabilities and implemented changes such as ensuring extended hours at Talbot College (to allow access to accessible washrooms), providing mats at outdoor events (to allow

access for students who use wheelchairs) and extending the hours of the Access Van.

- In October 2008, *Voices of Diversity: Creating a Culture of Safety, Respect and Belonging on Campus* premiered. This video examined the prevalence of discrimination and exclusion in post-secondary institutions and featured interviews with students, faculty and staff.
- In January 2009, UWOFA's Equity Committee organized a workshop on ageism. Its purpose was to raise awareness about ageism as a human rights issue. Speakers on the panel included: Gaile McGregor ("The Legal Context of Age Discrimination"), Julie McMullin ("The Signs and Impact of Age Discrimination in Employment"), Michael Lynk ("The Intersection of Age and Disability"), Donna Moore ("How Ageism Affects Older Students") and Myeengun Henry ("The Seven Ages, and the Wisdom of Elders"). A summary of the workshop was put on the UWOFA website, and reflections drawn from the workshop were published in *Faculty Times*.
- The Equity Committee of the Professional Managerial Association developed two posters to educate campus members about equity. These posters depicting age discrimination and the right to breastfeed were displayed across campus.
- The Western's Caucus on Women's Issues hosted a panel discussion titled, "Equity in Times of Fiscal Instability".

PSCEE's Recommendations to the President

PSCEE has decided not to make formal recommendations this year due to the Employment Systems Review which resulted in 33 recommendations for Western. During the coming months, PSCEE will be reviewing the report and its recommendations as part of its work in development of a new employment equity workplan for Western.

Some discussions and informal recommendations/outcomes that were addressed during Committee meetings over the past year are as follow:

Employment Equity Guide

- PSCEE has noted a need for increased accountability to ensure the use of the Employment Equity Guide by faculty hiring and promotion and tenure committees.
- PSCEE has discussed the possibility of creating a broader Employment Equity Guide to address senior leadership roles, as well as staff positions.

Role of PSCEE

- PSCEE had some discussions regarding its role. Suggestions for PSCEE included:
 - Looking at best practices for hiring and retaining persons with disabilities.

- Reviewing how positions at Western are advertised and making recommendations as necessary (including a review of the online application system).
- Communicating recommendations made by PSCEE through Western’s Communications and Public Affairs.
- Examining whether exit interviews could be implemented.
- Considering the creation of “affinity groups” at Western.

Family-Friendly Initiatives

- PSCEE considered the development of an inventory of family-friendly resources and services.

Lastly, in keeping with the Employment Equity Policy, PSCEE also recommends that the President release this report to the Western community.

2008 – 2009 PSCEE Committee Members

Larissa Bartlett	Director, Equity & Human Rights Services
Peggy Bugler	S.A.G.E.
Andrea Gittens	President’s Appointee for Part-time Employees
Susan Grindrod	President’s Appointee for Senior Administration
Cheryl Jamieson	U.W.O.S.A.
Alison Konrad	President’s Appointee for Women
Gitta Kulczycki	Vice-President (Resources & Operations) (Co-Chair)
Bonnie MacLachlan	U.W.O.F.A.
Andrea Magahey	Acting Director, Equity & Human Rights Services
Terry Morrison	C.U.P.E. 2692
Jane O’Brien	Associate Vice-President (Human Resources)
Steve Pepper	C.U.P.E 2361
<i>Vacant</i>	President’s Appointee for Visible Minorities
Vivian Peters	President’s Appointee for Aboriginal Persons
<i>President</i>	G.T.A. Union (PSAC Local 610)
Catherine Ross	Acting Vice-Provost (Academic Planning, Policy and Faculty) (Co-Chair)
Deborah Stuart	President’s Appointee for Persons with Disabilities
Terri Tomchick-Condon	Advisor, Equity & Human Rights Services
Peggy Wakabayashi	P.M.A.
Alan Weedon	Vice-Provost (Academic Planning, Policy and Faculty) (Co-Chair)

References

Human Resources Development Canada. (2001). *Guidelines for the Employment Equity Act and Regulations*. Guideline 6: Employment Systems Review. Ottawa: Human Resources Development Canada.