

Workforce Analysis Summary Report 2007

Prepared by Equity and Human Rights Services

**The University of Western Ontario
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Table of Contents

Executive Summary	3
Introduction	5
Section I - Workforce Analysis Overview	5
Collection of workforce data	6
Conducting the workforce analysis.....	7
Determining significance of the ‘gaps’	7
Interpreting the results.....	8
Section II - Administrative Staff Workforce Analysis	9
Staff workforce profile.....	9
Internal workforce data	9
External workforce data	10
Findings	11
i) Women.....	11
ii) Visible Minorities.....	12
iii) Aboriginal Persons.....	12
iv) Persons with Disabilities.....	13
Section III – Faculty Workforce Analysis	
Faculty workforce profile.....	14
Internal workforce data	14
External workforce data	15
Findings	16
i) Women.....	16
ii) Visible Minorities.....	17
iii) Aboriginal Persons.....	17
iv) Persons with Disabilities.....	17
Section IV – Faculty Profiles	18
i) Women.....	18
ii) Visible Minorities.....	19
iii) Aboriginal Persons.....	20
iv) Persons with Disabilities.....	21
Appendices (A to G)	22
References	29
Endnotes	29

Executive Summary

Staff Workforce Analysis

Women

- Women comprise 63.6% of the administrative staff on campus, which is down slightly from 64.2% in 2006.
- Women remain under-represented among Skilled Craft and Trades Workers, however their representation has improved among Skilled Sales and Service Personnel (i.e. the gap number and gap percent are no longer significant).
- The representation of women among Middle Managers has decreased between 2006 and 2007 from 36.9% to 31.5% (increasing both the gap number and the gap percent)
- The over-representation of women among Clerical Personnel has decreased since 2006 (from 61 to 50 individuals).

Visible Minorities

- Visible minorities represent 6.8% of administrative staff on campus, which is up slightly from 6.5% in 2006.
- Visible minorities remain under-represented in a number of staff groups on campus: Middle and Other Managers, Professionals, Skilled Crafts and Trades Workers, and among Other Sales and Service Personnel.
- The representation of visible minorities among Semi-Professionals and Technicians has increased (from -3 to +1).

Aboriginal Persons

- Aboriginal persons continue to account for 0.6% of the administrative staff on campus.
- Aboriginal persons continue to be under-represented among Professionals and Clerical Personnel, however their representation has improved among Administrative and Senior Clerical (i.e. the gap number and the gap percent are no longer significant).

Persons with Disabilities

- Persons with Disabilities continue to represent 3.7% of administrative staff on campus.
- Persons with Disabilities continue to be under-represented in the Administrative and Senior Clerical occupational group.

Faculty Workforce Analysis

Women

- Women comprise 28.6% of faculty members on campus, which is up slightly from 27.8% in 2006.
- Women remain under-represented when compared to the 36.2% external availability rate of female university professors.

Visible Minorities

- Visible minorities represent 11% of faculty members on campus, which is up slightly from 9.7% in 2006.
- Visible minorities remain under-represented when compared to their 13.3% external availability rate among university professors.

Aboriginal Persons

- Aboriginal persons continue to represent 0.6% of faculty members on campus.
- They are under-represented when compared to their external availability rate of 0.7% among university professors.

Persons with Disabilities

- Persons with disabilities comprise 3.4% of faculty members on campus, which is virtually unchanged from their representation rate of 3.3% in 2006.
- They are under-represented (although not significantly) when compared to their external availability rate of 4.1%.

Introduction

Western has reaffirmed diversity as “one of the twelve principles at the heart of our institutional self-definition” (UWO, 2006, p. 2). This renewed commitment is stated in Western’s current Strategic Plan, *Engaging the Future*:

Diversity: as part of our commitment to excellence, we seek to recognize and remove the obstacles faced by traditionally under-represented groups in order to facilitate their access to and advancement at Western. We respect and celebrate the diversity of people who make up our community (UWO, 2006, p.3).

Western’s formal commitment to diversity dates back to 1988 when the University first became a signatory to the Federal Contractors Program (FCP)¹. Since that time, the FCP has guided the implementation of employment equity practices, policies and reporting at Western. It is through its employment equity initiatives that Western works towards achieving and maintaining a diverse workforce which is representative of designated group members (women, visible minorities, Aboriginal persons and persons with disabilities).

In compliance with Objective #7 of Western’s Employment Equity Work Plan, the workforce analysis contained in this report seeks to quantify the under-representation of the designated group members as determined by the guidelines set out in the Federal Contractors Program.

Section I: Workforce Analysis Overview

As a condition of the Federal Contractors Program, employers are required to conduct a workforce analysis to determine the degree of under-representation of designated group members within their workforce. According to Human Resources Development Canada (HRDC), a workforce analysis “is essentially a comparison of two separate labour force data sets” (HRDC, 2001a, p.7). Employers are asked to compare their internal representation of designated group members to the representation of the designated group members in the external labour pool.

This comparison can assist employers with determining the extent of under-representation in their workforce. Additionally, it can help to identify “potential problem areas and provides one indication of barriers that may exist in the employer’s employment systems, policies and practices” (HRDC, 2001a, p. 5). Ultimately, performing a workforce analysis is important for two additional employer obligations under the Act:

- 1) ***Employment Systems Review (ESR)*** – It triggers the requirement to undertake a review of all employment systems, policies and practices related to that occupational group to identify any barriers that may be responsible for the under-representation of designated group members.

- 2) ***Numerical Goals*** – It triggers the requirement to set numerical goals for the hiring and promotion of designated group members in that occupational group (HRDC, 2001a, p. 5).

It should be noted that the setting of numerical goals is not akin to the setting of quotas. A quota “means a requirement to hire or to promote a fixed and arbitrary number of persons during a given period” (HRDC, 2001c, p. 5). Unlike a quota, short and long term numerical goals simply provide guidelines for employers to increase the representation of designated group members within their workforce. Although these numbers are not enforceable, employers who are committed to employment equity should strive to reach these goals.

Collection of Workforce Data

To compare their workforce to an external labour pool, employers must first identify the geographic area where they would normally draw or recruit employees. In the case of Western, the appropriate geographic area for recruitment varies by occupational category. The specific geographic recruitment areas for each particular occupational category will be identified within Sections II and III of this report. Furthermore, as mandated by the FCP, the labour market information used for comparison purposes is limited to members of the designated groups who are qualified for jobs within each occupational group in Western’s workforce.

While a nation-wide census was conducted in 2006, this current report relies on data from the 2001 Census conducted by Statistics Canada. The 2006 data set required for this analysis will not be publicly released until March of 2008. As such, for the purpose of this analysis, the external labour pool for the staff analysis is drawn from the 2001 Census data and is limited to individuals with experience within the 14 Employment Equity Occupational Groups (EEOG)² (refer to Appendix A for more information on specific EEOG’s). In the faculty analysis, the external labour pool is limited to individuals classified as ‘university professors’ (NOC code 4121) in the 2001 Census data. In both the staff and faculty analysis, the external representation rates of persons with disabilities are drawn from the Participation and Activity Limitation Survey, which is a post-censal survey conducted by Statistics Canada. This survey collects information about persons whose everyday activities are in some way limited by a health-related condition or problem.

Having determined the appropriate external comparisons groups, employers are required to determine the numbers of designated group members in their workforce. In the case of women, the FCP suggests that the number of women in an employer’s workforce is best ascertained through the use of employment records. Consequently, the data on women in this report are extracted from Western’s Human Resources database. This data represents a complete picture of the representation of women in each category.

As suggested by the FCP, the data on visible minorities, Aboriginal persons, and persons with disabilities have been collected via a voluntary, self-identification survey. The Employment Equity Survey is available to staff and faculty in both paper form and on-line. Additionally, the survey can be accessed, reviewed, and updated at any time by Western's employees (http://www.uwo.ca/equity/employ_equity/survey_access.htm). It is important to note that, as specified by the FCP, the internal representation rates of the designated groups are calculated assuming that all non-respondents do not belong to any of the designated groups³. Given this assumption, the actual representation of designated groups may be higher than indicated in this analysis.

Conducting the Workforce Analysis

Having collected data on the external representation of designated group members, employers are asked to undertake a workforce analysis to compare this labour force data to their internal data. The first step of the analysis is to determine the internal representation rate of designated group members. Secondly, the external representation rates are used to calculate the expected number of designated group members in each occupational group. The expected number is calculated as:

Expected number = total number of all employees in each EEOG in the employer's workforce multiplied by the external availability rate of the designated group members (HRDC, 2001a, p.30).

Using the actual number and the expected number of designated group members, employers are required to determine the representation gap within their workforce. The representation gap can be presented as both an absolute number or 'gap number' and a percentage called the 'gap percentage'. Ultimately, both the gap number and the gap percentage indicate the difference between the representation of designated group members in Western's workforce and their representation in the external labour market. The gap number and the gap percentage are calculated as follows:

Gap number (absolute number) = actual number minus the expected number in the employer's workforce (HRSDC, 2006, p.37)

Gap percentage = expected number minus actual number divided by the expected number multiplied by 100 (HRSDC, 2006, p. 40)

Determining Significance of the 'Gaps'

The FCP recommends that employers calculate the representation gap using actual numbers as well as percentages to determine the significance of the gap. This is recommended "because a very small percentage could sometimes represent a large number of designated group members (for a very large employer), and sometimes a very large percentage gap represents a very small number of designated group members" (HRDC, 2001a, p. 30).

As indicated by the FCP, two separate benchmarks have been used to determine whether or not the under-representation is significant. Occupational groups with both a gap number of -3 or greater and a gap percentage of 20% or greater have been identified as occupational groups with under-representation. In addition, the analysis has examined the size of the gap in absolute numbers. Occupational groups with a gap number representing 30 employees or higher have also been identified as occupational groups with under-representation.

*The size of the gap number and the gap percentage – where the gap number is **greater than -3** and where the percentage gap reaches **20 percent or higher**, this is a warning signal that there may be significant under-representation within the occupational group.*

*The size of the gap in absolute numbers - where the gap in actual number of employees is **30 employees or higher** this is an indication that significant under-representation exists for the occupational group (HRDC, 2001a, p. 32).*

Moreover, when the actual number of designated group members exceeds the expected number by 30 individuals, designated group members are deemed to be ‘over-represented’ in that occupational category. Lastly, although not mandated by the FCP, designated group members are referred to as being ‘comparably represented’ in occupational groups where the actual number is equal to the expected number, where the gap number and percentage are not significant, and/or where the actual number exceeds the expected number by less than 30 individuals.

Interpreting the Results

Care should be exercised when interpreting the results for both Aboriginal persons and persons with disabilities. In each of these cases, there may be fairly small numbers represented in both actual and expected numbers. As such, even if the gap number or percentage appears small the under-representation may still be significant when the overall picture is examined. In other words, it is important to remember that “a gap of one person in actual terms could represent serious under-representation of that designated group, particularly if the representation rate within that occupational group in the employer’s workforce is close to zero” (HRDC, 2001a, p. 33). Additionally, it is important to remember that changes from year to year among these designated groups should be interpreted with caution as even small changes in representation may greatly impact both the gap number and gap percentage.

SECTION II: Administrative Staff Workforce Analysis

Staff Workforce Profile

The data presented in this workforce analysis (WFA) reflect the composition of Western's workforce as of April 5, 2007⁴. At that time, the University of Western Ontario had a total of 2310 staff members. Excluded from the employment equity survey for staff groups are all full-time undergraduate students, employees on long term disability who will not be returning to work, individuals who work for related but separately incorporated companies (such as Foundation Western), post-doctoral fellows and graduate research assistants. Graduate teaching assistants, while surveyed, are not included in any of the present reporting. While the staff members have been grouped into the fourteen Employment Equity Occupational Groups, the category of 'other manual workers' contains too few individuals to make any analysis meaningful. As such, this category has been excluded from the analysis.

Internal Workforce Data

As mentioned previously, the data on women staff members have been extracted from Western's Human Resources database. Consequently, the data and workforce analysis on the representation of women in Western's administrative staff can be considered highly accurate. The data on visible minorities, Aboriginal persons and persons with disabilities are extracted from the employment equity data and are solely based on voluntary completion of the equity survey. The overall survey response rate for full-time staff is 83.8%. Notably, this is the second year in a row that the overall response rate to Western's equity survey has exceeded 80%.

The response rate varies by occupational group. When compared to last year's data, the response rates of some occupational groups have improved. Gains of over ten percent have been made both in the Supervisors: Crafts and Trades (from 68.2% to 81.8%) and in the Skilled Sales and Service Personnel (from 75.0% to 87.5%) categories.

The following occupational groups have fairly low response rates: Skilled Crafts and Trades Workers (55.6%), Intermediate Sales and Service (58.3%) and Semi-Skilled Manual Workers (63.3%). Due to the relatively low response rates among these occupational groups, the analysis of these groups should be viewed with some caution. Importantly, the data provided in Table 1 should be used to help boost the survey response rates even higher among specific occupational groups at Western.

Table 1 - Equity survey response rate of full-time staff members by EEOG

Occupational Groups	2006 Response rate	2007 Response Rate
Senior Managers	100.0%	100.0%
Middle and Other Managers	82.0%	80.2%
Professionals	81.9%	86.3%
Semi-Professionals & Technicians	81.8%	86.2%
Supervisors	81.0%	85.7%
Supervisors: Crafts and Trades	68.2%	81.8%
Administrative & Senior Clerical	92.0%	92.3%
Skilled Sales & Service Personnel	75.0%	87.5%
Skilled Crafts & Trades Workers	55.6%	55.6%
Clerical Personnel	87.6%	86.2%
Intermediate Sales & Service	50.0%	58.3%
Semi-Skilled Manual Workers	70.0%	63.3%
Other Sales & Service Personnel	68.9%	73.2%
Other Manual Workers	100%	100.0%
All Staff	81.2%	83.8%

External Workforce Data

For the purpose of comparison, the external workforce data for the staff analysis was limited to those individuals with experience in the 14 Employment Equity Occupational Groups (EEOGs). For details on the occupational groups and examples of positions at Western that fall into each of the categories refer to Appendix A. Data from the 2001 Census have been used for benchmarking the representation of women, Aboriginal persons and visible minorities, while the data for persons with disabilities was drawn from the 2001 Participation and Activity Limitation Survey (PALS).

Administrative staff members are recruited from varying geographic areas depending on their occupational group. As such, different census data have been used as benchmarks. For comparison purposes, the representation rates of the designated group members have been compared on a national level for 'Senior Managers', on a provincial level for 'Middle and Other Managers' and 'Professionals', and on a local level (i.e. London Metropolitan Area) for all other occupational groups. The only exception being in the case of persons with disabilities where local data was not available, in which case provincial data have been used.

Findings

Women

Overall, women make up 63.6 % of the administrative staff on campus. The workforce analysis reveals that women are comparably represented as Senior Managers, Semi-Professionals and Technicians, Supervisors, Supervisors: Crafts and Trades, Intermediate Sales and Service, Semi-Skilled Manual Workers, and among Other Sales and Service Personnel.

While women were under-represented within the Skilled Sales and Service Personnel occupational group in 2006, the representation gap of women in this group is no longer significant (-1 and 6% - refer to Table 2). However, under-representation is still evident in the Skilled Crafts and Trades Workers category. The representation gap of women in this group is -4 and the rate of under-representation in this category is 80 percent (refer to Appendix B for the full analysis).

Of note, there has been a change since 2006 in the representation of women in the category of Middle and other Managers. Previously both the gap number and gap percent in this category were well below significance (-2 and 5%). The 2007 data reveals that the gap number is -8 and that the gap percentage at 19% sits just below the FCP significance level of 20%.

Women continue to be over-represented in the Professionals category. The representation of women in this category is 42 individuals higher than would be expected given their availability in the external labour market. Women are also over-represented in Clerical positions (+50 individuals) on campus, although there has been a drop in the number of women in this job category since 2006. At that time, women were over-represented by 61+ individuals. While the gap number in the Administrative and Senior Clerical positions category does not meet the criteria for significance, it should be noted that the gap number of +24 is still relatively high. The over-representation of women in these occupational groups may indicate considerable gender stereotyping occurring with respect to certain positions on campus.

Table 2 – Representation of women in full-time administrative staff

Occupational Groups	Gap #	Gap %
Middle and Other Managers	-8	19%
Professionals	42+	N/A
Skilled Crafts & Trades Workers	-4	80%
Administrative and Senior Clerical	24+	N/A
Clerical Personnel	50+	N/A

Visible Minorities

Visible minorities make up 6.8% of the administrative staff on campus, which is up slightly from 6.5% in 2006. Based on the workforce analysis, visible minorities are comparably represented as Senior Managers, Semi-Professionals and Technicians, Supervisors, Supervisors: Crafts and Trades, Administrative and Senior Clerical, Skilled Sales and Service Personnel, Clerical Personnel, Intermediate Sales and Service, and among Semi-Skilled Manual Workers.

As shown in Table 3, visible minorities are under-represented in a number of occupational groups on campus: Middle and Other Managers (-10 and 59%), Professionals (-78 and 54%), Skilled Crafts and Trades Workers (-3 and 50%), and among the Other Sales and Service Personnel (-13 and 76%). Given that the under-representation gap of visible minorities among the Professionals category continues to be quite high at 78 individuals (compared to 81 in 2006) it should be examined further (refer to Appendix C for the full analysis).

Since 2006, there has been a change in the representation of visible minorities in the category of Semi-Professionals and Technicians. Previously both the gap number and gap percent in this category were close to being significant (-3 and 18%). The 2007 data reveals that visible minorities are no longer under-represented in this category.

Table 3 - Representation of visible minorities in full-time administrative staff

Occupational Groups	Gap #	Gap %
Middle and Other Managers	-10	59%
Professionals	-78	54%
Skilled Crafts & Trades Workers	-3	50%
Other Sales & Service Personnel	-13	76%

Aboriginal Persons

Aboriginal persons continue to account for 0.6% of the administrative staff on campus. According to the expected representation of Aboriginal persons in the various staff occupational groups, Aboriginal persons are comparably represented as Senior Managers, Middle and Other Managers, Semi-Professionals and Technicians, Supervisors, Supervisors: Crafts and Trades, Skilled Sales and Service Personnel, Skilled Crafts and Trades Workers, Intermediate Sales and Service, Semi-Skilled Manual Workers, and Other Sales and Service Personnel. It is important to note that the external representation rates of Aboriginal persons in all of the staff occupational groups are very low ranging from 0.5% for the Supervisor: Crafts and Trades category to 2.5% for the Senior Managers category (refer to Appendix D for the full analysis).

As shown in Table 4, based on their availability in the external labour pool, Aboriginal persons are under-represented among Professionals (-4 and 57%) and Clerical personnel (-4 and 100%). In 2006, Aboriginal persons were also under-represented in the Administrative and Senior Clerical occupational group. While the data from this year shows that this is no longer the case, the representation rate in this group remains just slightly below the level of significance (-2 and 67%).

Table 4 – Representation of Aboriginal persons in full-time administrative staff

Occupational Group	Gap #	Gap %
Professionals	-4	57%
Administrative & Senior Clerical	-2	67%
Clerical Personnel	-4	100%

**Note: Please see 'Interpreting the results' on page 8 for more information.*

Persons with Disabilities

Persons with disabilities continue to represent 3.7% of Western's administrative staff. Based on the workforce analysis, persons with disabilities are comparably represented in all but one occupational group. As shown in Table 5, the representation gap of persons with disabilities in the Administrative and Senior Clerical occupational group is -4, resulting in an under-representation rate of 29 percent (refer to Appendix E for the full analysis). While persons with disabilities are comparably represented in the Professionals category, the representation gap has grown since 2006 and is closer to being a significant gap (-7 and 19%).

Table 5 - Representation of persons with disabilities in full-time administrative staff

Occupational Group	Gap #	Gap %
Professionals	-7	19%
Administrative & Senior Clerical	-4	29%

**Note: Please see 'Interpreting the results' on page 8 for more information.*

SECTION III: Faculty Workforce Analysis

Faculty Workforce Profile

The data presented in this workforce analysis reflect the composition of Western's workforce as of April 5th, 2007. At that time, the University of Western Ontario had a total of 1809 full-time faculty members. Clinicians are included in the faculty data. Excluded from the analysis of faculty members are adjunct professors, professor emeriti, honorary professors and visiting professors. Additionally, to protect confidentiality, faculty level data are not presented for faculties with fewer than 10 members.

Internal Workforce Data

The data on women faculty have been extracted from Western's Human Resources database. As such, the workforce analysis pertaining to women faculty members can be considered highly accurate.

The data on visible minorities, Aboriginal persons or persons with disabilities come from the employment equity data and are based solely on voluntary completion of the employment equity survey. The overall equity survey response rate for full-time faculty is 70.6%, which is up from 65.8% in 2006. The response rate varies by faculty rank as follows: 77.8% of full professors, 72.7% of associate professors, 63.4% of assistant professors and 70.4% of faculty members classified in the 'other' category. While the overall response rate for full-time faculty has improved since 2006, the results of this faculty workforce analysis should continue to be viewed with some caution. According to HRSDC, an overall response rate of over 80% is desired to ensure accurate equity data. Table 6 outlines the response rate of full-time faculty members by faculty. This information should be used to help boost the response rate of faculty members within specific faculties on campus.

Table 6 - Response rate of full-time faculty members by faculty

Faculty	2006 Response Rate	2007 Response Rate
Arts and Humanities	79%	84%
Education	71%	75%
Engineering	61%	64%
Health Sciences	79%	82%
Info and Media	74%	69%
Law	66%	69%
Medicine and Dentistry	55%	61%
Music	69%	85%
Business	74%	77%
Science	70%	74%
Social Science	71%	81%
All Faculties	65.8%	70.6%

*Table excludes data for faculties with fewer than 10 members.

Survey Response Rate Update

Between February and May of 2007, Equity and Human Rights Services (EHRS) conducted a pilot project to increase the response rate of full-time faculty members on campus. The Schulich School of Medicine and Dentistry was chosen for the pilot as it had the lowest response rate among the faculties in 2006. Additionally, as Western's largest faculty an improvement in this faculty could significantly improve the overall response rate.

With the participation of the Dean, Chairs and key staff members within Schulich, EHRS implemented a multi-pronged approach to increase faculty participation in this area. As of the end of May, Schulich's response rate had increased from 55% to 89%. This increased participation has positively impacted both Western's faculty response rate (from 70.6% to 84.3%) as well as Western's overall response rate (from 79.2% to 84%).

While this pilot project was not completed in time for the data to be included in the 2007 Workforce Analysis Summary Report, this increased response rate represents a significant step forward in Western's employment equity planning and implementation.

External Workforce Data

For the purpose of this analysis, the external labour pool is limited to individuals classified as 'university professors' [National Occupational Classification (NOC) code 4121]. In the case of women faculty, data from the 2001 Census was compared to the total representation of women faculty members on campus. While the 2001 Census does not provide data on the representation of women faculty by rank, a study entitled "The rising profile of women academics" released by Statistics Canada in February 2005 provides detailed information about the representation of women faculty by rank in Canadian universities. As such, data for this group will also be presented as representation of faculty by rank.

The 2001 Census data was also used for identifying the external representation rates of Aboriginal persons and visible minorities. It should be noted that there is no 2001 Census data available for university professors with disabilities. As such, for this comparison, the representation rate of 4.1% in the EEOG of Professionals has been drawn from the 2001 Participation and Activity Limitation Survey (PALS).

The recruitment of faculty members takes place on a national level. As such, the representation rates of the designated groups within Western's faculty are being compared to national level data.

Findings

Women

Overall, women make up 28.6% of faculty members on campus, which is well below the 36.2% availability rate of female university professors identified in the 2001 Census data. However, the representation of women faculty is up slightly from 27.8% in 2006. As shown in Table 7, both the gap number (-138) and the gap percentage (21%) remain significant (refer to Appendix F for the full analysis).

Table 7 – Representation of Full-time Women Faculty

Occupational Group	Gap #	Gap %
All Faculty	-138	21%

Based on a separate analysis examining representation by rank, women continue to be under-represented in the rank of full professor (refer to Table 8). In this category, women represent 11.4% of Full Professors compared to their external availability rate of 17.2%. Moreover, both the gap number (-27) and the gap percentage (34%) are significant.

In the Associate Professor category, women are under-represented by 35 individuals. Notably, although the number of women in this category has increased since 2006 (to 171 from 163), their representation rate has decreased slightly to 27.6% from 28.8%. This may indicate that the number of women being promoted to Associate Professor is lagging slightly behind the number of positions being created.

The representation of women in the Assistant Professor category has also changed since 2006. Fortunately, both the number of women and the representation rate of women have increased in the Assistant Professor category. In 2006, women represented 34.8% of Assistant Professors. In 2007, female faculty members represent 38.4% of Assistant Professors on campus (refer to Appendix G for the full analysis)⁵.

Table 8 - Representation of Full-time Women Faculty by Rank

Faculty Rank	Gap #	Gap %
Full Professor	-27	34%
Associate Professor	-35	17%
Assistant Professor	-15	6%

Visible Minorities

Overall, visible minorities continue to be under-represented as faculty members on campus (11%) when compared to their availability in the 2001 Census data (13.3%). While the representation rate of visible minorities has increased from 9.7% in 2006, the gap analysis, presented in Table 9, reveals that this under-representation is significant as indicated by the gap number (-42) (refer to Appendix F for the full analysis).

Table 9 – Representation of Full-time Visible Minority Faculty

Occupational Group	Gap #	Gap %
All Faculty	-42	17%

Aboriginal Persons

Aboriginal persons are slightly under-represented as faculty members on campus (0.6%) when compared to their availability in the 2001 Census data (0.7%). The gap analysis reveals that the difference is significant as indicated by both the gap number (-3) and the gap percent (23%) (refer to Appendix F for the full analysis).

Table 10 - Representation of full-time Aboriginal faculty members

Occupational Group	Gap #	Gap %
All Faculty	-3	23%

**Note: Please see 'Interpreting the results' on page 8 for more information.*

Persons with Disabilities

Persons with disabilities comprise 3.4% of faculty members on campus, which is virtually unchanged from their representation rate of 3.3% in 2006. When compared to their external availability in the 2001 Census data (4.1%), the gap analysis reveals that this under-representation is close to being significant as indicated by both the gap number (-13) and the gap percent (18%) (refer to Appendix F for the full analysis).

Table 11 - Representation of full-time faculty members with disabilities

Occupational Group	Gap #	Gap %
All Faculty	-13	18%

**Note: Please see 'Interpreting the results' on page 8 for more information.*

Section IV – Representation of Designated Group Members by Faculty

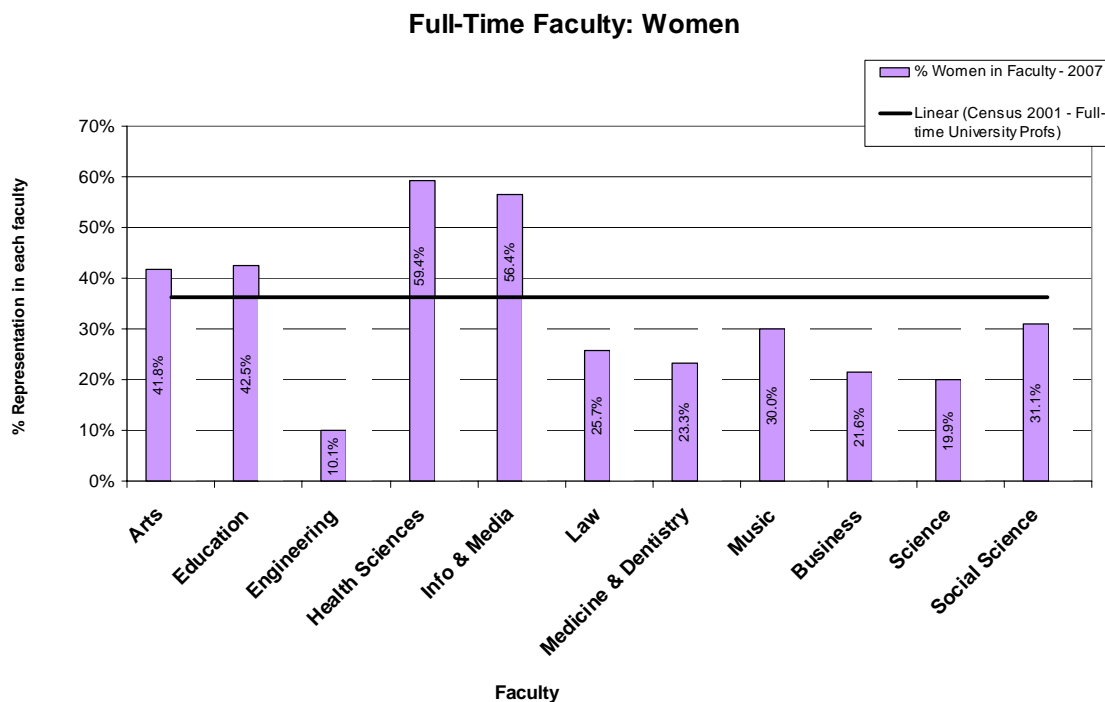
The principle behind this section of the analysis is to situate the representation of the designated group members, as much as possible, within the disciplinary and institutional context at Western. As such, the following graphs can provide further insight into the representation of the designated groups at the faculty level

Relative to the 2006 data on the representation of designated group members by Faculty, it appears that there are only slight variations in the representation rates across the faculties on campus.

Women

As illustrated in the graph below, compared to their representation of 36.2% in the external labour pool, women are best represented in the following faculties: Arts, Education, Health Sciences, and Information and Media Studies. By comparison, the representation rate of women faculty members is lowest in Engineering, Science, Business and Medicine and Dentistry.

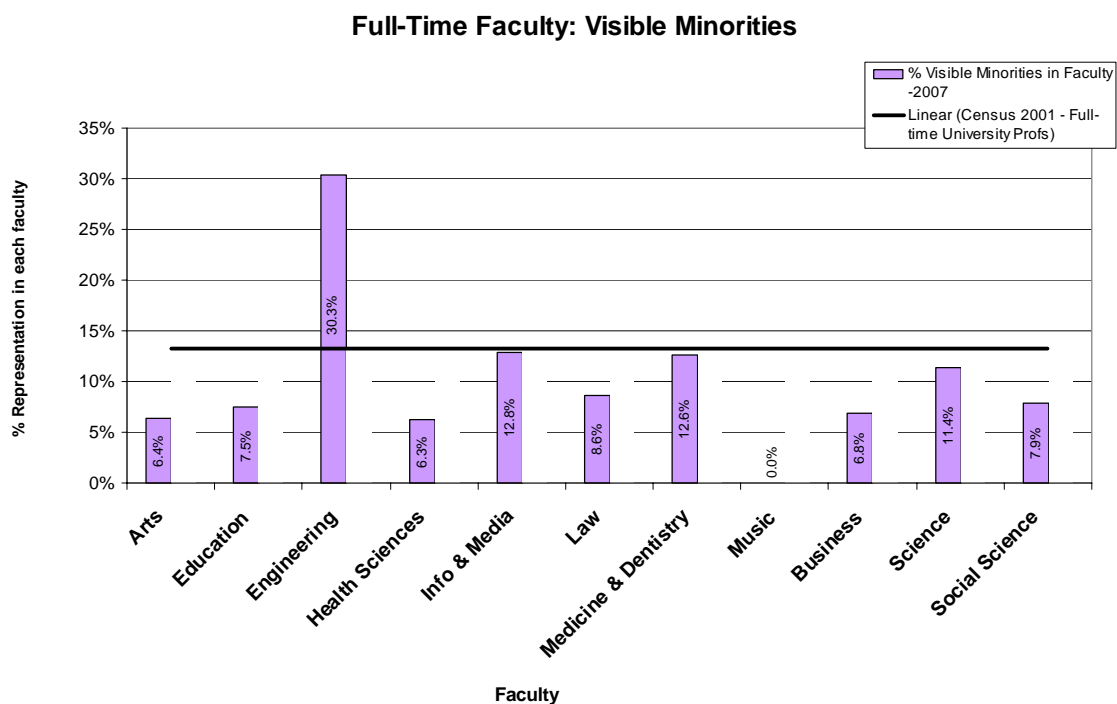
Graph 1 - Representation of full-time women faculty members by faculty



Visible Minorities

In comparison to their 13.3% representation in the external labour pool, visible minority faculty members are under-represented in most faculties on campus. The notable exception to this is within the Faculty of Engineering, where visible minorities comprise 30.3% of the workforce. Based on the survey data, there are no visible minorities represented in the Faculty of Music.

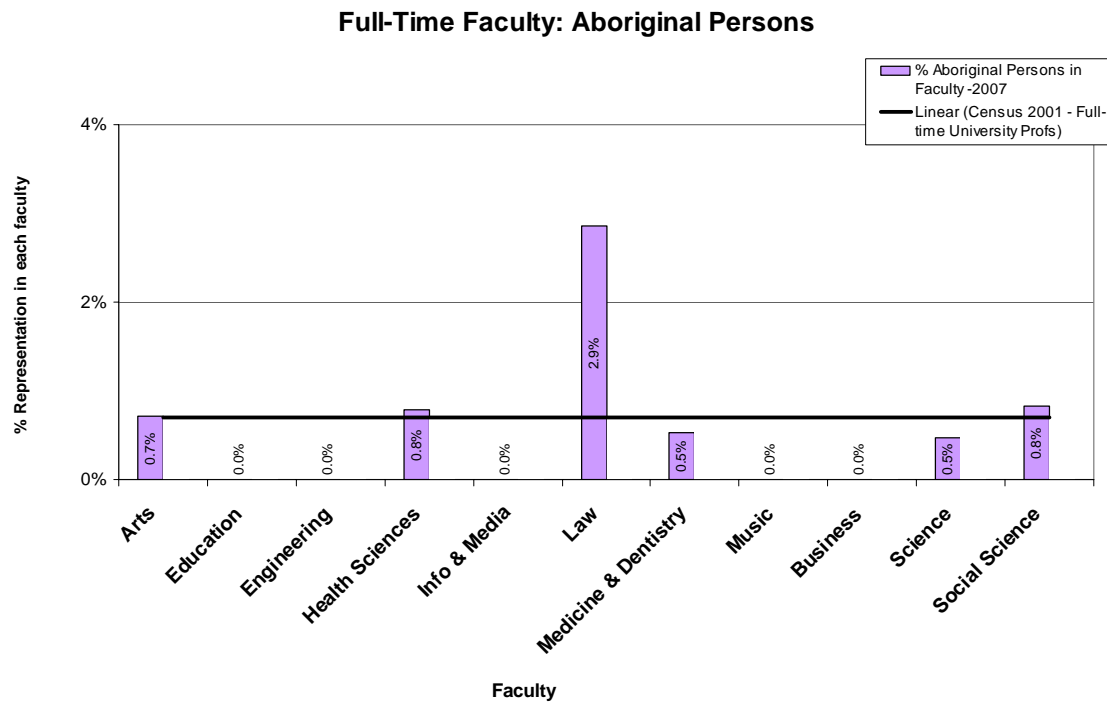
Graph 2 - Representation of full-time visible minority faculty members by faculty



Aboriginal Persons

When compared to the external representation rate of 0.7%, Aboriginal persons are best represented in the Faculty of Law. Aboriginal persons are comparably represented in the Faculty of Arts, the Faculty of Health Sciences and the Faculty of Social Science. However, based on the survey data, it is important to note that a number of faculties do not have any Aboriginal persons as faculty members.

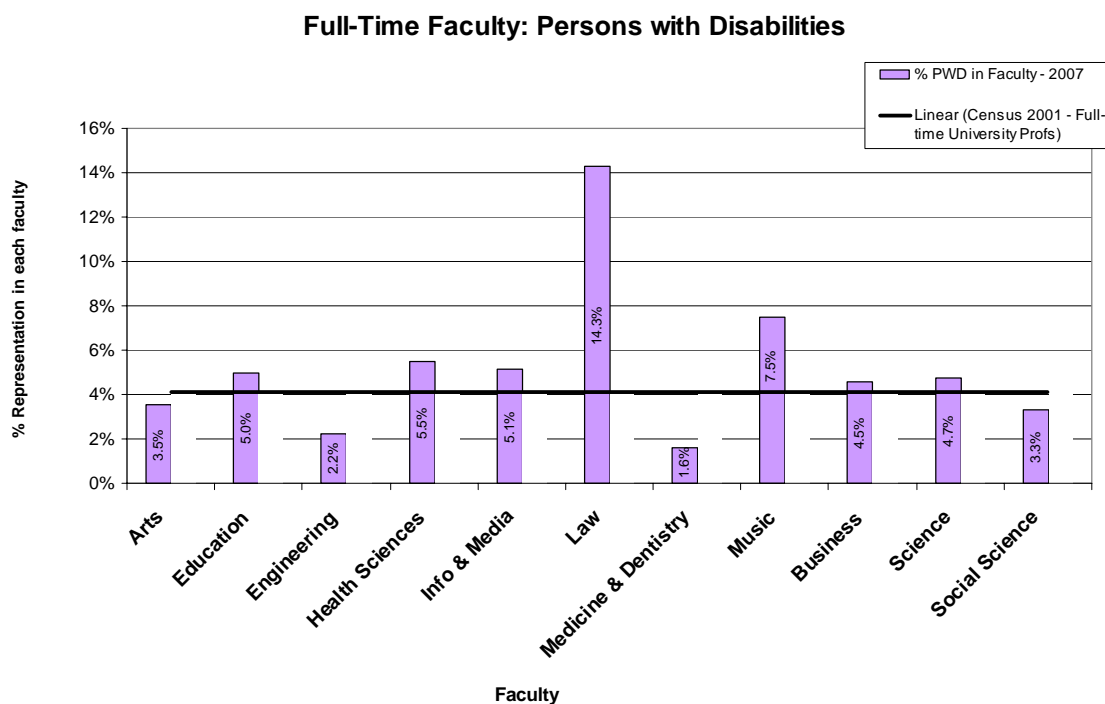
Graph 3 - Representation of full-time Aboriginal faculty members by faculty



Persons with Disabilities

As shown in Graph 4, all of the faculties on campus have faculty members with disabilities. When compared to the external representation rate of 4.1%, persons with disabilities are comparably represented in the following faculties: Education, Health Sciences, Information and Media Studies, Music, Business, and Science. The faculty with the highest percentage of persons with disabilities is the Faculty of Law, while the faculty with the lowest is the Faculty of Medicine and Dentistry.

Graph 4 - Representation of full-time faculty members with disabilities by faculty



Appendix A – Employment Equity Occupational Groups (EEOG)

The following is a sample of Western positions that fall into each of the 14 Employment Equity Occupational Groups (EEOG) required by the FCP:

EEOG	Examples of Western positions
Senior Managers	President and Vice-Presidents Associate Vice-Presidents
Middle and Other Managers	Directors and Assistant Directors Managers
Professionals	Programmer/Web designer Analysts (e.g. Financial, Planning, Database) Physician and Nurse Coordinators (e.g. Systems, Program) Research Scientist/Associate Engineer Librarian/Archivist
Semi-Professionals and Technicians	Health and Safety Officer Assistants (e.g. Library, Media, Programming) Groundsperson Technicians (e.g. Animal Lab, Graphic, Recording, Laboratory)
Supervisors	Supervisors (e.g. Housing and Ancillary, Building, Financial Aid) Lead Caretaker Unit Manager
Supervisors: Crafts and Trades	Trades Supervisors (e.g. Electrical, Power Plant) Ground Supervisor Supervisor Copy Centre
Administrative and Senior Clerical Personnel	Administrative Officer Coordinators (e.g. Administrative, Clinic, Recruitment) Officers (e.g. Budget, Admissions) Secretary 1-4
Skilled Sales and Service Personnel	Chef Cook Senior Buyer Sergeant/Constable
Skilled Crafts and Trades Workers	Carpenter Electrician Welder Plumber

EEOG	Examples of Western positions
Clerical Personnel	Food Storeperson Assistants (e.g. Editorial, Payroll, Accounting, Administrative, Financial) Clerk 1-4
Intermediate Sales and Service Personnel	Book Sales Staff Assistants (e.g. Dental, Animal Lab) Hall Clerk Campus Tour Guide
Semi-Skilled Manual Workers	Driver Printing Production Operators (e.g. Copier, Lead, Grounds)
Other Sales and Service Personnel	Food Services Assistant Cashier Attendants (e.g. Booth, Locker Room) Concession/Event Staff Dishwasher
Other Manual Workers	Asbestos Worker

Please note: As indicated by HRSDC, Western's internal representation of faculty members is compared to the external labour pool of 'university professors' (NOC code 4121) in the 2001 Census data. As such, faculty members are not represented in the Employment Equity Occupational Groups (EEOG's) listed above.

Appendix B - Representation Gap Analysis of Women in Full-time Administrative Staff - as of March 31, 2007

Occupational Group	Response Rate	% of Empl.	Census Data (%)	Gap #	Gap %
Senior Managers	100.0%	45.5%	25.1%	2+	N/A
Middle and Other Managers	80.2%	31.5%	38.7%	-8	19%
Professionals	86.3%	57.6%	52.0%	42+	N/A
Semi-Professionals & Technicians	86.2%	59.7%	58.3%	3+	N/A
Supervisors	85.7%	68.6%	59.2%	10+	N/A
Supervisors: Crafts and Trades	81.8%	13.6%	18.2%	-1	25%
Administrative & Senior Clerical	92.3%	92.6%	85.0%	24+	N/A
Skilled Sales & Service Personnel	87.5%	37.5%	40.8%	-1	6%
Skilled Crafts & Trades Workers	55.6%	1.1%	5.3%	-4	80%
Clerical Personnel	86.2%	87.3%	74.1%	50+	N/A
Intermediate Sales & Service	58.3%	77.1%	68.9%	4+	N/A
Semi-Skilled Manual Workers	63.3%	20.0%	20.6%	equal	N/A
Other Sales & Service Personnel	73.2%	58.5%	55.7%	5+	N/A
Other Manual Workers	100.0%	***	24.5%	N/A	N/A
All Staff	83.8%	63.6%			

Data Source: 2001 Census of Canada

*** = excluded from analysis to protect confidentiality

**Appendix C - Representation Gap Analysis of Visible Minorities in Full-time
Administrative Staff - as of March 31, 2007**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	100.0%	0.0%	8.2%	-1	100%
Middle and Other Managers	80.2%	6.3%	15.5%	-10	59%
Professionals	86.3%	9.0%	19.5%	-78	54%
Semi-Professionals & Technicians	86.2%	7.1%	6.6%	1+	N/A
Supervisors	85.7%	5.7%	5.5%	equal	N/A
Supervisors: Crafts and Trades	81.8%	4.5%	3.1%	equal	N/A
Administrative & Senior Clerical	92.3%	7.1%	4.2%	9+	N/A
Skilled Sales & Service Personnel	87.5%	10.0%	7.8%	1+	N/A
Skilled Crafts & Trades Workers	55.6%	3.3%	6.4%	-3	50%
Clerical Personnel	86.2%	5.8%	6.2%	-1	4%
Intermediate Sales & Service	58.3%	4.2%	8.1%	-2	50%
Semi-Skilled Manual Workers	63.3%	0.0%	7.9%	-2	100%
Other Sales & Service Personnel	73.2%	2.4%	10.1%	-13	76%
Other Manual Workers	100.0%	***	9.4%	N/A	N/A
All Staff	83.8%	6.8%			

Data Source: 2001 Census of Canada

*** = excluded from analysis to protect confidentiality

**Appendix D - Representation Gap Analysis of Aboriginal Persons in Full-time
Administrative Staff - as of March 31, 2007**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	100.0%	0.0%	2.5%	0	N/A
Middle and Other Managers	80.2%	0.9%	0.9%	0	N/A
Professionals	86.3%	0.4%	0.9%	-4	57%
Semi-Professionals & Technicians	86.2%	0.8%	1.1%	-1	33%
Supervisors	85.7%	1.0%	1.0%	0	N/A
Supervisors: Crafts and Trades	81.8%	0.0%	0.5%	0	N/A
Administrative & Senior Clerical	92.3%	0.3%	0.9%	-2	67%
Skilled Sales & Service Personnel	87.5%	2.5%	0.8%	1+	N/A
Skilled Crafts & Trades Workers	55.6%	1.1%	1.0%	0	N/A
Clerical Personnel	86.2%	0.0%	1.1%	-4	100%
Intermediate Sales & Service	58.3%	4.2%	1.1%	1+	N/A
Semi-Skilled Manual Workers	63.3%	0.0%	1.7%	-1	100%
Other Sales & Service Personnel	73.2%	1.2%	1.8%	-1	33%
Other Manual Workers	100.0%	***	1.8%	N/A	N/A
All Staff	83.8%	0.6%			

Data Source: 2001 Census of Canada

*** = excluded from analysis to protect confidentiality

**Appendix E - Representation Gap Analysis of Persons with Disabilities in Full-Time
Administrative Staff - as of March 31, 2007**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	100.0%	9.1%	*2.1%	1+	N/A
Middle and Other Managers	80.2%	1.8%	*1.5%	0	N/A
Professionals	86.3%	4.0%	5.0%	-7	19%
Semi-Professionals & Technicians	86.2%	4.0%	*4.3	-1	9%
Supervisors	85.7%	1.9%	no data avail	N/A	N/A
Supervisors: Crafts and Trades	81.8%	4.5%	no data avail	N/A	N/A
Administrative & Senior Clerical	92.3%	3.2%	*4.5	-4	29%
Skilled Sales & Service Personnel	87.5%	7.5%	*4.8	1+	N/A
Skilled Crafts & Trades Workers	55.6%	1.1%	*3.5	-2	67%
Clerical Personnel	86.2%	3.4%	3.5%	0	N/A
Intermediate Sales & Service	58.3%	6.3%	4.9%	1+	N/A
Semi-Skilled Manual Workers	63.3%	10.0%	6.13%	1+	N/A
Other Sales & Service Personnel	73.2%	4.3%	4.95%	-1	13%
Other Manual Workers	100.0%	***	*8.8%	N/A	N/A
All Staff	83.8%	3.7%			

Data Source: 2001 Participation and Activity Limitation Survey (PALS)

*** = excluded from analysis to protect confidentiality

Appendix F - Representation Gap Analysis of All Designated Groups in Full-time Faculty - as of March 31, 2007

Designated Group	Overall Faculty Response Rate	% of Empl.	Census Data	Gap #	Gap %
Women	70.6%	28.6%	36.2%	-138	21%
Visible Minorities	70.6%	11.0%	13.3%	-42	17%
Aboriginal Peoples	70.6%	0.6%	0.7%	-3	23%
Persons with Disabilities	70.6%	3.4%	4.1%	-13	18%

Data Source: 2001 Census of Canada, 2001 Participation and Activity Limitation Survey (PALS)

Appendix G - Representation Gap Analysis of Women in Full-time Faculty - as of March 31, 2007

Faculty Rank	Response Rate	% of Empl.	Stats Can Data	Gap #	Gap %
Full Professor	77.8%	11.4%	17.2%	-27	34%
Associate Professors	72.7%	27.6%	33.3%	-35	17%
Assistant Professors	63.4%	38.4%	40.7%	-15	6%
Other	70.4%	53.1%	54.6%	-2	4%

Data Source: Sussman, D. and Yssad, L. (2005). The rising profile of women academics. Perspectives (February), 6-19. Statistics Canada Cat no. 75-001-XIE.

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¹ The Federal Contractors Program (FCP) was initiated by Cabinet in 1986 and operates parallel to the Legislated Employment Equity Program (LEEP). Whereas the Employment Equity Act (1995) covers federally regulated employers, the FCP applies to provincially regulated employers with a workforce in Canada of 100 or more employees. Specifically, the FCP applies to contractors – those provincially regulated employers which receive federal government goods or services contracts of \$200, 000 or more. As a condition of bidding on federal contracts, such contractors are required to certify in writing their commitment to employment equity. Contractors which refuse to honour their commitment to employment equity and are found non-compliant with program criteria may lose the right to receive further federal government contracts.

² The external representation figures only include “persons who have had some work experience in the seventeen month period prior to the Census. They do not include all those who are qualified and potentially available to work – for example, those who have not yet entered the labour force or those who have become discouraged because of systemic or attitudinal barriers and have dropped out the labour force” (HRDC, 2001a, p. 25)

³ Please note that the 2005 PSCEE Report presented data both as a percentage of employees (which assumes that all non-respondents are not members of a designated group) and as a percentage of respondents. Since the FCP requires employers to show data as a percentage of employees, we have discontinued reporting representation rates as a percentage of respondents.

⁴ While the data for this report is normally collected on March 31st, due to circumstances beyond EHRS's control, the data for this year's report was not run until the 5th of April. This change in date is not expected to have impacted the data in any meaningful way.

⁵ Please note that totals for the number of women faculty members by total faculty and the number of women faculty by rank will not amount to the same number of women under-represented because different data sets were used in these calculations.