

2019 Workforce Analysis Summary Report

Prepared by Equity & Human Rights Services



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)ⁱ. 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, Indigenous/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. Western's overall survey response rate currently stands at 71.8%.

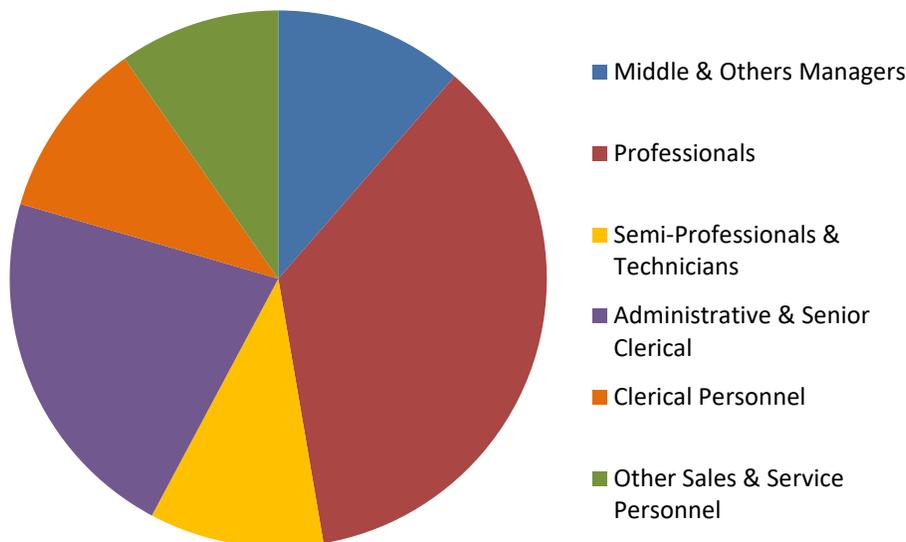
2019 Workforce Analysis

The data presented in this workforce analysis reflects the composition of Western's workforce as of March 31st, 2019. 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 '2019 Workforce Analysis Summary Tables' and the 'Supplementary Guide to the Workforce Analysis Summary' available at: <https://www.uwo.ca/equity/about/reports.html>.

Staff Workforce Analysis

Staff positions at Western have been grouped into 14 Employment Equity Occupational Groups (EEOG)ⁱⁱ and compared to corresponding external workforce data drawn from the 2016 Census (i.e. the most recent census data available). Classifying our administrative staff in this way reveals that 88.1% of Western staff members fall into six major EEOG's (see Exhibit 1).

Exhibit 1: Distribution of Employees within Six Major Employment Equity Occupational Groups (EEOG)



Women

- Women comprise 63.9% of the administrative staff on campus.
- Women are significantlyⁱⁱⁱ under-represented among Skilled Sales & Service Personnel.

Members of Racialized Groups/Visible Minorities

- Members of racialized groups/visible minorities represent 8.1% of administrative staff on campus.
- Members of racialized groups/visible minorities are significantly under-represented in a number of staff groups on campus: Middle & Other Managers, Professionals, Semi-Professionals & Technicians, Supervisors, Skilled Sales & Service Personnel, Clerical Personnel, Intermediate Sales and Service, and Other Sales & Service Personnel.

Indigenous/Aboriginal Persons

- Indigenous/Aboriginal persons account for 0.8% of the administrative staff on campus.
- Indigenous/Aboriginal persons are significantly under-represented among Middle and Other Managers, Professionals, Semi-Professionals & Technicians, Administrative & Senior Clerical, Clerical Personnel, and Other Sales and Service Personnel.
- Additionally, there is no representation of Indigenous/Aboriginal persons in 3 of the EEOG's where the external data suggests representation should be present (i.e. Middle and Other Managers, Skilled Sales and Service Personnel, and Skilled Crafts & Trade Workers).

Persons with Disabilities

- Persons with disabilities represent 3.2% of administrative staff on campus.
- Persons with disabilities are significantly under-represented among Middle and Other Managers, Professionals, Semi-professionals & Technicians, Supervisors, Administrative & Senior Clerical, Skilled Crafts & Trades Workers, Clerical Personnel, Intermediate Sales and Service, and Other Sales & Service 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 2016 Census.

Women

- Women comprise 36.0% of faculty members on campus and are under-represented compared to the external availability rate of 44.0% of women university professors and lecturers.

Members of Racialized Groups/Visible Minorities

- Members of racialized groups/visible minorities represent 14.5% of faculty members on campus and are significantly under-represented at Western when compared to their 21.1% external availability rate among university professors and lecturers.

Indigenous/Aboriginal Persons

- Indigenous/Aboriginal persons comprise 0.5% of faculty members on campus and are significantly under-represented as faculty members when compared to their external availability rate of 1.4% among university professors and lecturers.

Persons with Disabilities

- Persons with disabilities represent 2.4% of faculty members on campus and are significantly under-represented when compared to the external availability rate of 8.9%.

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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: <https://www.uwo.ca/equity/about/reports.html>

ⁱⁱⁱ In keeping with the recommendations under the FCP, two separate benchmarks are used to determine whether a gap in representation is significant: a gap number and gap percent. Occupational groups with both a gap number of -3 or greater and a gap percentage of 80% or less are deemed to be significantly under-represented.