

# 2020 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)<sup>i</sup>. 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, Indigenous peoples and persons with disabilities).

## Employment Equity Survey

Western's employment equity survey is a crucial component of our commitment to diversity as it provides data on 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.

## 2020 Workforce Analysis

The data presented in this workforce analysis reflects the composition of Western's workforce as of March 31<sup>st</sup>, 2020. 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 '2020 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)<sup>ii</sup> and compared to corresponding external workforce data drawn from the 2016 Census (i.e. the most recent census data available). Western's employment equity survey response rate for staff currently sits at 73.1%.

### *Women*

- Women comprise 63.9% of the administrative staff on campus.
- Women are significantly<sup>iii</sup> under-represented among Skilled Sales & Service Personnel.

### *Members of Racialized Groups*

- Members of racialized groups represent 8.5% of administrative staff on campus.
- Members of racialized groups are significantly under-represented in a number of staff groups on campus: Middle & Other Managers, Professionals, Semi-Professionals & Technicians, Skilled Sales & Service Personnel, Clerical Personnel, Intermediate Sales and Service, and Other Sales & Service Personnel.

### *Indigenous Peoples*

- Indigenous peoples comprise 0.8% of the administrative staff on campus.
- Indigenous peoples are significantly under-represented among Middle and Other Managers, Semi-Professionals & Technicians, Administrative & Senior Clerical, Clerical Personnel, and Other Sales and Service Personnel.
- Additionally, there is no representation of Indigenous peoples 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, Semi-Skilled Manual Workers, and Other Sales & Service Personnel.

## **Faculty Workforce Analysis**

Faculty positions at Western have not been grouped into EEOG's, but rather are compared externally to national level data for 'university professors and lecturers' (NOC 4011) in the 2016 Census. Western's employment equity survey response rate for faculty currently sits at 64.4%.

### *Women*

- Women comprise 37.7% 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*

- Members of racialized groups 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 Peoples*

- Indigenous peoples 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 2.1% of faculty members on campus and are significantly under-represented when compared to the external availability rate of 8.9%.

### **For further information, please contact:**

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<sup>i</sup> 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.

<sup>ii</sup> 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>

<sup>iii</sup> 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 (e.g. -4, -5, -6, etc.) and a gap percentage of 80% or less are deemed to be significantly under-represented.