

# **2020 Workforce Analysis Summary Tables**

**Prepared by Equity & Human Rights Services**

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## Introduction

The data presented in the workforce analysis summary tables 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 members of the designated groups (women, members of racialized groups, Indigenous peoples and persons with disabilities) in keeping with best practice guidelines set out in the Federal Contractors Program. For more information on the analysis, please refer to the 2020 Workforce Analysis Summary Report and the Supplementary Guide to the 2020 Workforce Analysis Summary.

**Table 1: Western's Employment Equity Survey Response Rates**

Employee Group	2020 Response Rate
Staff	73.1%
Faculty	64.4%

**Table 2: Equity Survey Response Rate of Full-time Staff Members by EEOG**

Occupational Groups	2020 Response Rate
Senior Managers	75.0%
Middle and Other Managers	74.0%
Professionals	75.3%
Semi-Professionals & Technicians	77.2%
Supervisors	78.0%
Supervisors: Crafts and Trades	81.8%
Administrative & Senior Clerical	79.1%
Skilled Sales & Service Personnel	64.1%
Skilled Crafts & Trades Workers	60.6%
Clerical Personnel	81.8%
Intermediate Sales & Service	61.4%
Semi-Skilled Manual Workers	38.1%
Other Sales & Service Personnel	48.3%
Other Manual Workers*	0.0%
All Staff	73.1%

\*Note: There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.

**Table 3 - Response Rate of Full-time Faculty Members by Faculty**

Faculty	2020 Response Rate
Arts and Humanities	90.1%
Education	66.7%
Engineering	75.0%
Health Sciences	68.3%
Info and Media	71.9%
Law	72.7%
Medicine and Dentistry	55.7%
Music	83.8%
Business	51.3%
Science	79.7%
Social Science	72.9%
All Faculties	64.4%

**Table 4 - Representation Gap Analysis of Women in Full-time Administrative Staff - as of March 31, 2020**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	75.0%	50.0%	27.6%	4+	n/a
Middle and Other Managers	74.0%	64.3%	40.5%	64+	n/a
Professionals	75.3%	54.5%	53.5%	8+	n/a
Semi-Professionals & Technicians	77.2%	54.0%	56.6%	-6	96%
Supervisors	78.0%	74.7%	57.5%	16+	n/a
Supervisors: Crafts and Trades	81.8%	9.1%	10.3%	n/a	n/a
Administrative & Senior Clerical	79.1%	90.8%	82.8%	39+	n/a
Skilled Sales & Service Personnel	64.1%	23.1%	49.1%	-10	47%
Skilled Crafts & Trades Workers	60.6%	1.9%	3.9%	-2	50%
Clerical Personnel	81.8%	87.0%	69.9%	43+	n/a
Intermediate Sales & Service	61.4%	88.6%	68.0%	9+	n/a
Semi-Skilled Manual Workers	38.1%	9.5%	17.4%	-2	50%
Other Sales & Service Personnel	48.3%	60.2%	57.3%	7+	n/a
Other Manual Workers*	0.0%	n/a	18.7%	n/a	n/a
All Staff	73.1%	63.9%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. 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. Employment Equity Occupational Groups (EEOG's) 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.

**Table 5 - Representation Gap Analysis of Members of Racialized Groups in Full-time Administrative Staff - as of March 31, 2020**

Occupational Group	Response Rate	% of Empl.	Census Data	Gap #	Gap %
Senior Managers	75.0%	12.5%	11.5%	n/a	n/a
Middle and Other Managers	74.0%	5.2%	23.2%	-48	23%
Professionals	75.3%	11.6%	30.7%	-162	38%
Semi-Professionals & Technicians	77.2%	8.4%	13.1%	-11	65%
Supervisors	78.0%	8.8%	10.9%	-2	80%
Supervisors: Crafts and Trades	81.8%	18.2%	8.4%	1+	n/a
Administrative & Senior Clerical	79.1%	8.6%	8.8%	-1	98%
Skilled Sales & Service Personnel	64.1%	7.7%	17.6%	-4	43%
Skilled Crafts & Trades Workers	60.6%	6.7%	7.6%	-1	88%
Clerical Personnel	81.8%	7.5%	11.2%	-9	68%
Intermediate Sales & Service	61.4%	4.5%	15.5%	-5	29%
Semi-Skilled Manual Workers	38.1%	4.8%	14.3%	-2	33%
Other Sales & Service Personnel	48.3%	2.5%	16.1%	-32	16%
Other Manual Workers*	0.0%	n/a	16.3%	n/a	n/a
All Staff	73.1	8.5%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. 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. Employment Equity Occupational Groups (EEOG's) 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.

**Table 6 – Representation Gap Analysis of Indigenous Peoples in Full-time Administrative Staff  
- as of March 31, 2020**

<b>Occupational Group</b>	<b>Response Rate</b>	<b>% of Empl.</b>	<b>Census Data</b>	<b>Gap #</b>	<b>Gap %</b>
Senior Managers	75.0%	0.0%	3.2%	n/a	n/a
Middle and Other Managers	74.0%	0.0%	1.7%	-5	0%
Professionals	75.3%	1.3%	1.5%	-2	85%
Semi-Professionals & Technicians	77.2%	0.8%	2.4%	-4	33%
Supervisors	78.0%	1.1%	3.1%	-2	33%
Supervisors: Crafts and Trades	81.8%	0.0%	2.4%	n/a	n/a
Administrative & Senior Clerical	79.1%	0.8%	1.6%	-4	50%
Skilled Sales & Service Personnel	64.1%	0.0%	2.5%	-1	0%
Skilled Crafts & Trades Workers	60.6%	0.0%	2.3%	-2	0%
Clerical Personnel	81.8%	0.4%	2.2%	-5	17%
Intermediate Sales & Service	61.4%	2.3%	2.4%	n/a	n/a
Semi-Skilled Manual Workers	38.1%	0.0%	2.2%	n/a	n/a
Other Sales & Service Personnel	48.3%	0.8%	3.1%	-5	29%
Other Manual Workers*	0.0%	n/a	3.2%	n/a	n/a
All Staff	73.1%	0.8%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. 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. Employment Equity Occupational Groups (EEOG's) 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.

**Table 7 - Representation Gap Analysis of Persons with Disabilities in Full-Time Administrative Staff - as of March 31, 2020**

<b>Occupational Group</b>	<b>Response Rate</b>	<b>% of Empl.</b>	<b>Census Data</b>	<b>Gap #</b>	<b>Gap %</b>
Senior Managers	75.0%	12.5%	5.0%	1+	n/a
Middle and Other Managers	74.0%	1.5%	5.5%	-11	27%
Professionals	75.3%	2.9%	10.3%	-63	28%
Semi-Professionals & Technicians	77.2%	4.2%	5.8%**	-4	71%
Supervisors	78.0%	1.1%	27.7%**	-24	4%
Supervisors: Crafts and Trades	81.8%	0.0%	11.4%**	-1	0%
Administrative & Senior Clerical	79.1%	3.3%	9.7%**	-31	34%
Skilled Sales & Service Personnel	64.1%	2.6%	7.6%**	-2	33%
Skilled Crafts & Trades Workers	60.6%	1.9%	8.6%**	-7	22%
Clerical Personnel	81.8%	5.5%	7.5%**	-5	74%
Intermediate Sales & Service	61.4%	6.8%	12.3%**	-2	60%
Semi-Skilled Manual Workers	38.1%	0.0%	12.2%**	-3	0%
Other Sales & Service Personnel	48.3%	3.0%	10.7%**	-18	28%
Other Manual Workers*	0.0%	n/a	7.9%**	n/a	n/a
All Staff	73.1%	3.2%	n/a	n/a	n/a

External Data Source: 2016 Census of Canada

**Notes:**

- i) \*There are no longer any Western staff positions categorized in the 'Other Manual Workers' category.
- ii) The shading of cells in the table signifies where a significant under-representation exists. 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. Employment Equity Occupational Groups (EEOG's) 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.
- iii) \*\* Municipal level data is not available. As such, provincial level data has been used.

**Table 8 - Representation Gap Analysis of All Designated Groups in  
Full-time Faculty - as of March 31, 2020**

<b>Designated Group</b>	<b>Overall Faculty Response Rate</b>	<b>% of Empl.</b>	<b>Census Data</b>	<b>Gap #</b>	<b>Gap %</b>
Women	64.4%	37.7%	44.0%	-135	86%
Members of Racialized Groups	64.4%	14.5%	21.1%	-140	69%
Indigenous Peoples	64.4%	0.5%	1.4%	-19	37%
Persons with Disabilities	64.4%	2.1%	8.9%	-146	23%

External Data Source: 2016 Census of Canada

**Notes:**

i) The shading of cells in the table signifies where a significant under-representation exists. 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. Employment Equity Occupational Groups (EEOG's) 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.