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# Equity Matters

## at Queen's University

Issue: 4; Vol: 1  
December 2012



## Message from the Editor

Dear Queen's University Member:

Welcome to the fourth issue of Equity Matters at Queen's, a bi-monthly electronic newsletter from Queen's Equity Office.

The focus of this issue is Employment Equity. Employment Equity matters are important to all community member at Queen's to ensure that we are attracting the best in hiring and retaining faculty and staff. In addition, employment equity is a federally regulated responsibility. This issue of Equity Matters provides a history of employment equity and a look at employment equity at Queen's.

The articles included here explain our role within employment equity and highlights the University's commitment to creating an inclusive environment at Queen's. In the "Equity Bits and Bites: Facts about the FCP" section, we provide a description of what the FCP is, as well as looking employment equity rates at Queen's. In the section titled, "Equity in Focus: History of Employment Equity in Canada", we provide a timeline of employment equity over the years with a specific focus on pertinent legislation. And finally in the section titled, "Equity in the Community", we highlight our upcoming certificate program that is being offered through Human Resources to staff, faculty and graduate students. This certificate program is a great way to gain professional development while also contributing to the advancement of employment equity at Queen's, through enhancing cross-cultural dialogue and fostering an environment of inclusion.

Thank you for taking the time to read our newsletter; we invite you to share your comments and suggestions for future topics. Please contact us at [equity@queensu.ca](mailto:equity@queensu.ca)

- The Equity Office at Queen's University

### In This Issue

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**Equity in Focus: History of Employment Equity in Canada**

**Equity in the Community: From Diversity to Inclusion in the Workplace**

**Annual Awards**

### Upcoming Events

**Homonationalism, Sex, and Disability: Pinkwashing and Biopolitics in the Middle East**

Dr. Jasbir Puar

**Thursday January 17th, 4:30pm**

Room 202, Sutherland Hall

Reception and book signing to follow

**February is Black History Month**

Keep your eyes open for events being offered on campus and in the Kingston community

**Four Directions  
Aboriginal Student Centre**



[Sign up](#) for their E-news to receive information about upcoming events, ceremonies, and speakers

**Ban Righ Centre**  
[Check](#) their website for upcoming events and speakers

## Annual Awards

**The Employment Equity Award**  
 Established in 2011, the Queen's Employment Equity Award is given annually to recognize and celebrate the achievements of individuals, groups, or organizations that through their ongoing diligence and commitment, are going above and beyond legislated requirements or their institutional mandate, thereby helping Queen's become a truly representative and inclusive workplace.

**The Human Rights Initiative Award**  
 Established in 2002, the Queen's Human Rights Initiative Award is given annually in recognition of initiatives that have made an outstanding contribution to the advancement of equality and human rights at Queen's University.

**The Steve Cutway Accessibility Award**  
 Established in 2008, The Steve Cutway Accessibility Award formally recognizes the outstanding contributions of faculty, staff and students towards advancing accessibility for persons with disabilities at Queen's University.

All Awards Applications

## Employment Equity "Bits and Bites"

### Federal Contractors Program



Established in 1986, the Federal Contractors Program (FCP) was intended to further the goal of achieving workplace equity for designated groups experiencing discrimination in the Canadian labour market.

There are four designate groups identified by the FCP. These groups are:

- women
- Aboriginal peoples
- visible minorities
- persons with disabilities

The Federal Contractors Program (FCP) requires that organizations with 100 or more employees and who receive at least \$200,000 in federal contracts commit to implementing employment equity with regard to four designated groups. Queen's University is a contractor under the FCP. As such, we have implemented an employment equity program that adheres to the twelve requirements of the FCP.

#### Requirements of the FCP

1. Adopt accountability mechanisms for employment equity and assign a senior official.
2. Communicate to employees regarding employment equity.

3. Consult and collaborate with bargaining agents and/or employee representatives.
4. Collect workforce information.
5. Complete a workforce analysis.
6. Complete an employment systems review.
7. Establish short-term and long-term goals.
8. Adopt measures to remove barriers.
9. Adopt special measures, positive policies and practices and reasonable accommodation measures.
10. Adopt monitoring procedures.
11. Make reasonable efforts and achieve reasonable progress.
12. Review and revise the employment equity plan.

Available On-line  
[Click to Access Award Applications](#)  
 Submit Completed Applications to The Equity Office by  
 January 12th, 2013

**Alternate format of all award applications is available upon request**

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### How do we adhere to the FCP?

**Compare the representation of each designated group in each occupational group of the employer's workforce to the "external availability in the Canadian workforce" (In the case of Academic appointments, the QUFA CA states the Canadian Population)**

The following table summarizes the representation rates for members of the designated groups at Queen's University from 2006 to 2011. The Canadian Workforce data is derived from Statistics Canada 2006 Census and the 2006 Participation and Activity Limitation Survey.

An essential element of our employment equity program is measuring the representation and distribution of designated group members at all occupational levels within the University workforce. These designated groups include: Aboriginal peoples, persons with disabilities, members of visible minorities and women. Queen's policies on inclusion, however, go well beyond the four designated categories of the FCP and that is why the I COUNT Queen's Equity Census includes questions regarding sexual orientation and gender diversity.

<b>Designated Group Profile</b>							
<b>Designated Groups</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>Canadian Workforce</b>
<b>Women</b>							
Faculty	36.9%	37.0%	37.8%	38.7%	38.3%	39.2%	47.9%
Staff	65.4%	65.9%	66.2%	65.5%	65.5%	66.1%	
<b>Aboriginal Peoples</b>							
Faculty	0.7%	0.9%	1.0%	0.9%	1.0%	0.9%	3.1%
Staff	1.4%	1.4%	1.5%	1.3%	1.3%	1.6%	
<b>Persons with Disabilities</b>							
Faculty	2.9%	2.7%	2.6%	2.7%	2.5%	4.1%	4.9%
Staff	3.8%	3.8%	3.9%	3.6%	3.4%	5.3%	
<b>Visible Minorities</b>							
Faculty	12.5%	11.3%	12.6%	12.9%	14.1%	12.3%	15.3%
Staff	5.2%	4.8%	5.4%	5.8%	6.2%	5.2%	

## YEAR COMPARISON 2010/2011

- ▲ WOMEN  
Increased representation for faculty and staff
- ▲ PERSONS WITH DISABILITIES  
Increased representation for faculty and staff
- ▲ ABORIGINAL PEOPLES  
Increased representation for staff
- ▼ ABORIGINAL PEOPLES  
Decreased representation for faculty
- ▼ VISIBLE MINORITIES  
Decreased representation for faculty and staff

## Equity In Focus: History of Employment Equity in Canada

### A Timeline of Employment Equity Legislation



The roots of employment equity in Canada can be traced to the 1950s and 60s. In the 1950s new employment statutes in most Canadian jurisdictions prohibited racial and religious discrimination and prescribed equal pay for men and women, that coupled with the introduction of the first Canadian Bill of Rights in 1960 laid the groundwork for employment equity.

Equal Opportunity was the first concept commonly used to define equality in employment for all Canadians. Equal Opportunity was based on the notion that if discrimination in employment ended, all Canadians would have equal access to equal employment opportunities. However, throughout the 1960s Equal Opportunity programs did not result in any significant redistribution in the employment of disadvantaged group members in the Canadian workforce.

Throughout the 1970s increased pressure from women and minority groups led federal, provincial and municipal governments to establish special programs to improve the employment situation of these groups and Human Rights Commissions were established in all provinces by the mid-1970s followed by parliaments enactment of the Canadian Human Rights Act in 1977. In 1978 the federal government

launched a voluntary Affirmative Action Program aimed at private industry. Then in 1979, federal contractors and Crown corporations were included and the program was administered through the Canada Employment and Immigration Commission. The targeted groups were: Aboriginal peoples; Blacks in Nova Scotia; persons with disabilities; and women.

The 1980s became a significant decade for employment equity within Canada. In 1980, a pilot Affirmative Action Program was established in three federal government departments: Canada Employment and Immigration Commission; Secretary of State; and Treasury Board Secretariat). In 1983, this initiative was extended to all departments within the federal public service. The groups targeted were: Aboriginal peoples; persons with disabilities; and women. These voluntary affirmative action programs however, did not bring about any significant change in employment opportunities for the targeted groups. Therefore, in 1983, The Royal Commission on Equality in Employment was established to address the lack of progress experienced through voluntary affirmative action programs. The Commission was instructed to "explore the most efficient, effective and equitable means of promoting equality in employment" for the four designated groups: women, Aboriginal peoples, persons with disabilities, and visible minority persons.

1984 became a significant year in the establishment of employment equity in Canada. Judge Rosalie Abella released the Commission's report and coined the term Employment Equity to describe the Canadian approach to dealing with employment disadvantage. In June 1985, the federal government responded to the Commission's report by introducing Bill 62; a Bill with respect to Employment Equity. In addition, Section 15 of the Charter of Rights and Freedoms came into effect, further strengthening the idea of workplace equality. This 'Equality Rights' section contains protection against discrimination and makes a provision for special affirmative action programs. Subsection 15(2) acknowledges that equality requires conditions of disadvantage to be addressed. This means that the argument that employment equity is 'reverse discrimination' is not legally valid. Employment equity does not target individuals or groups for exclusion, as does discrimination; rather, employment equity seeks to include groups that are proven to have been excluded in the past. In 1986, The Employment Equity Act, which included the federal contractors program, was passed. The purpose of the act is to 'achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of the goals, to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities, and visible minority people by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.'

In 1995, the second Employment Equity Act received royal assent in 1995 and came into force on October 24, 1996. This Act, built upon the framework provided by the earlier legislation, it focused on clarifying and enforcing the employer obligations in the Act. The Act



covers private sector employers under federal jurisdiction as well as almost all employees of the federal government. With the changes and amendments in this act, the current Federal Contractors Program (FCP) came about.

## Equity In the Community:



### ***From Diversity to Inclusion in the Workplace: Human Resources Certificate Program***

In January 2013 a new certificate program offered through Human Resources will be launched. From Diversity to Inclusion in the Workplace is a joint initiative between the Human Rights Office, The Equity Office, and Human Resources. It is intended to provide staff and faculty at Queen's with valuable knowledge and skills to work and lead in an inclusive work environment. The certificate program seeks to engage Queen's staff, faculty, and graduate students in conversations, discovery, and learning about diversity and equity principles and to provide resources, knowledge, and tools required to make Queen's an inclusive campus.

The certificate program offers participants, a theoretical framework for understanding equity and inclusion principles and concepts; helps participants develop necessary skills for equity and diversity work; and gives participants direct experience through interactive scenarios working and communicating across differences.

The certificate program is comprised of ten courses which will be offered over a twelve month period, however, the first certificate program starting in January 2013 can be completed in nine months. Participants must complete the six core courses and two online mandatory courses and choose two from the available electives. The program is free to all staff, faculty, and graduate students.

The certificate program is comprised of the following courses:

#### **Core Courses**

Human Rights, Queen's, and You

Expanding the Circle: Including Aboriginal Cultures in the Workplace

Building an Inclusive and Accessible Workplace at Queen's

The Essentials of Sexual/Gender Diversity in the Workplace and Beyond  
Employment Equity: Beyond Compliance  
Accommodation: (Dis)-Ability, Faith, Gender and More...

**Elective Courses**

Anti-oppression in the workplace  
Cross Cultural Competency Training  
Positive Space Training  
Sexual and Gender Violence and Harassment in the Workplace  
Gender Equality: How Far Have We Come?  
Anti-racism 101  
First Response Human Rights Training

**Mandatory Online Courses**

Accessibility Customer Service Training  
Human Rights 101 Training

Alternate Format of our Newsletter is available upon request



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