



Equity Matters

ISSUE 6 June 2013

at Queen's University

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Dear Queen's University Member,

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

The primary focus of this issue is employment equity for persons with disabilities. The representation of persons with disabilities employed in businesses and organizations and the level of accommodation provided to these individuals are important criteria for measuring how well employment equity is achieved in the workplace. The first section of this issue, "Employment Equity: 'Bits and Bites'" discusses some of the efforts and progress that have been made by the community towards eliminating barriers faced by employees with disabilities from local, provincial, and national perspectives.

Under "Equity in Focus", this issue highlights some new aspects of the initiatives undertaken by the staff at the Equity Office. These initiatives strive to facilitate the monitoring process of equity issues within Queen's community and assist all Queen's Faculties to apply equity policies.

The "Equity in the Community" in this edition is on the tension that exists between academic women's professional and family lives. We are pleased to see Dr. Stanka Fitneva, a Queen's University professor, featured in the video from the Cornell Institute for Women in Science, where she gives her personal insights into the topic. This issue concludes with interesting news about Tim Horton's employment of persons with disabilities.

Thank you for taking the time to read our newsletter. We invite you to share your comments and suggestions for future topics concerning equity at Queen's and beyond. Please contact us at equity@queensu.ca

- The Equity Office at Queen's University





Employment Equity: “Bits and Bites”

Employment for Persons with Disabilities

For this edition, the “Bits and Bites” section looks into employment equity issues concerning persons with disabilities in local, provincial, and national contexts.

Queen's: Accommodation in the Workplace

In commitment to the fundamental principle of employment equity that all individuals should be equally considered and supported for employment opportunities, the University has an Accommodation in the Workplace Policy to address employees' accessibility needs due to disability.

Based on the basic definition provided by the Ontario Human Rights Code, disability includes physical, mental, and learning disabilities and those that are non-visible (i.e. mental disorders, epilepsy).

Supervisors must ensure that individuals with disabilities have their needs accommodated. Accommodation for employees with disabilities includes changes to the workplace that respect dignity, autonomy, and confidentiality; provide a sense of inclusion; and meet their physical requirements, while allowing the employee the ability to fulfill the requirements of the work.

The cost of accommodation for individual employees up to \$1000.00 a year is the responsibility of the departments; any additional amount will be funded through the Accommodation Fund or other University funds. It is important to recognize that most accommodations require minimal funds.

For more details about the Accommodation in the Workplace Policy, please click <http://www.queensu.ca/humanresources/policies/workplaceissues/accommodation.html>

Ontario: 2013 Provincial Budget

The Ontario Disability Employment Network is cautiously optimistic about the provincial budget passed this June 11th as it relates to enhancing employment opportunities for people who have a disability. They are encouraged in that the importance of this issue has risen to the surface with the provincial government. In the budget the government announced “a new Partnership Council on Employment Opportunities for People with Disabilities, composed of government and corporate leaders, to champion the hiring of people with disabilities.” To read more, click <http://www.odenetwork.com/library/2013-provincial-budget-synopsis/>

Canada: Funding Employment Projects

Opportunities Fund for Persons with Disabilities
The Opportunities Fund for Persons with Disabilities provides funding for national, regional and local projects that assist people with disabilities in preparing for and finding employment or self-employment, as well as acquiring the skills necessary to maintain that new employment.

Canada Pension Plan Disability Vocational Rehabilitation Program

The Canada Pension Plan Disability Vocational Rehabilitation Program offers vocational counseling, financial support for training, and job search services to recipients of Canada Pension Plan (CPP) Disability Benefits to help them return to work.

For more information, please click <http://www.servicecanada.gc.ca/eng/audiences/disabilities/employment.shtml>



Equity in Focus: Equity Office's Initiatives

Support for Cyclical Program Reviews (CPRs)

Cyclical Program Reviews (CPRs) are internal evaluations of Queen's undergraduate and graduate academic programs with the objective of ensuring academic quality and integrity at Queen's University. They are monitored through the Queen's University Quality Assurance Processes (QUQAPs), mandated by the Council of Ontario Universities (COU) in consultation with the Ministry of Training, Colleges and Universities (MTCU). Each program under review is required to map discipline-specific outcomes onto articulated Degree Level Expectations (DLEs) through the following five major components of QUQAPs:

- Self-Study
- Evaluation (peer review) by a Review Team
- Internal responses from the Unit Head(s) and appropriate Dean(s)
- Analysis of program review reports by the Senate CPR Committee
- Provost's recommendations and plans to implement, monitor and follow-up on those recommendations

Section 6 of the CPR Self Study Form is entitled *Equity, Diversity and Accessibility*. Departments are required to take equity into considerations and provide information on "how the Program(s) has/have addressed the University's equity goals including the mechanisms by which the Program(s) addresses equity issues; any identified inequities; the most recent equity audit; relevant questions from USAT and from Exit Polls [and] information about approaches to achieve equitable representation for equity-seeking groups within the Program, including within the student body as well as staff and faculty complements."

In order to assist the units in completing the equity and diversity requirements of CPRs, the Equity Office prepares individual reports outlining the following:

1. Most under represented ranking for faculty and staff
2. A workforce analysis summary report
3. Compliance with the Equity Process (QUFA)
4. Designated Group Representation in Appointments Process (QUFA)
5. Compliance with the Equity Training (QUFA)
6. Equity Training Report (QUFA)
7. Accessible Customer Service Training Report
8. Diversity and Equity Assessment and Planning (DEAP) Tool

For more information about CPRs, please visit <http://www.queensu.ca/provost/responsibilities/qualityassurance/CyclicalProgramReviews.html>

Faculty Appointments Database (FAD)

The Equity Office is mandated to collect, track and report on equity data with respect to hiring processes as it pertains to 2011-2015 Collective Agreement between Queen's University Faculty Association and Queen's University in Kingston.

The Faculty Appointments Database (FAD) is an online application developed by the Equity Office, which replaces the paper version of the Equity Reporting forms for new appointments. It provides a more timely and efficient way for the Employment Equity Representative (EE Rep) on hiring committees to monitor processes for faculty appointments.

Any EE Rep beginning a hiring process can access the application, by contacting Meri Diamond in the Equity Office at 32563.



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Equity in Focus Con't

Coming this Fall: The Queen's Accessibility Hub

The intent of the Accessibility Hub is to create an online community where resources and information regarding the Accessibility for Ontarians with Disabilities Act (AODA) and other related information can be found.

Accessibility at Queen's is everyone's responsibility and the Hub aims to support members of the Queen's community to build an inclusive and accessible environment for all. A consistent method of internal and external communications will ensure that our staff, students, faculty, and visitors with and without disabilities are informed of all our new or revised policies, practices, and procedures. It will also provide information on how they can support and provide feedback concerning accessibility initiatives. Some detailed resources provided by the hub would include: Queen's Accessibility Services, FAQ's, downloadable tool-kits, workshop information, staff information, as well as an interactive online discussion forum.

The Hub will be an excellent tool in aiding the university to meet its obligations to consult with persons with disabilities and will act as a mechanism for demonstrating compliance with the AODA. The Equity Office is currently working on consolidating information from both internal and external accessibility resources and helping facilitate the web development over the summer months.



Equity in the Community

Dr. Stanka Fitneva, Professor of Psychology at Queen's University, gave her thoughts on women's efforts in balancing their work and family lives in a recently published video "Women, Science and Motherhood: Choices Then and Now". She shared some of her experience in overcoming the challenges arising from the pursuits of both professional career and motherhood. The video can be found at the following link:

<http://www.youtube.com/watch?v=C1BNKepPX-o>

"Women professors are less likely than male colleagues to have children. With each additional child, academic women work fewer hours at their jobs but more hours across all life domains."



"Today, Universities like Cornell and **Queen's** give new mothers and fathers generous fully-paid leave with no teaching and delay the tenure clock one year for each child. **These policies are helping female faculty combine motherhood with successful professional lives.**"



Upcoming Events:

Community Cultural Events

Thursday, June 27, 2013

Four Directions Aboriginal Centre:

Strawberry Social, Craft & Storytelling

Fresh strawberries, frybread, beaded strawberry craft & the Cherokee Strawberry teaching

Not to be missed!

11:45am—1:00pm, 146 Barrie Street

Tuesday, June 25 & July 23, 2013

Four Directions Aboriginal Centre:

Women's Full Moon Ceremony

"Open to all women. Please bring a potluck dish, water, tobacco, long skirt, drum (if you have one)."

7:00pm—10:00pm, 146 Barrie Street



Interesting News about Employment Equity

Tim Hortons Franchisee Mark Wafer Makes A Point of Hiring Workers with Disabilities

Mark Wafer is the owner of six Tim Hortons locations in Toronto. In the past 18 years, he has employed 85 people with various disabilities and currently employs 36 people with disabilities in all areas of the business from entry level to management. As a person who identifies as deaf, he understands first-hand the barriers persons with disabilities face in order to get work. All his employees with disabilities are in meaningful positions, no charity. He is clear that he has a business to run. From the time he hired his first employee with a disability he quickly realized that employing persons with disabilities is good for business; lower absenteeism, higher staff morale, lower turnover, and higher productivity. In his experience accommodations average \$500, but he points out that in most cases it is zero and well worth the investment for all the reasons previously stated. For further reading on the benefits of hiring individuals with disabilities, please read "[This Tim Hortons franchisee hired 82 disabled workers](#)" [here](#).

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