



Message from the Editor

Dear Queen's University Member,

Welcome to the seventh edition of Equity Matters at Queen's University, a quarterly electronic newsletter from Queen's Equity Office. We thank all of you for your continued interest in equity and look forward to providing more information and resources related to equity at Queen's in the upcoming academic year.

**Employment
Equity "Bits and
Bites": Visible
Minorities**

Following from last issue's topic on persons with disabilities, the "Employment Equity 'Bits and Bites'" for this issue looks into another of the designated group under the Federal Contractors Program: members of the visible minorities. Canada continues to undergo tremendous growth in its labour force largely driven by immigration. Faced with this reality, universities can expect to see a growth in the diversity of its staff, students, and faculty. It is important for us to take steps to ensure that we create a welcoming climate that is inclusive of this diversity. Queen's members to acknowledge the significant impact of racial inequality on the labour market

**Equity in Focus:
Equity Office**

The "Equity in Focus" for this issue provides a summary of initiatives the Equity Office has been working on for the past year. Many policy and procedure updates, data analysis and reporting, and educational opportunities have been delivered on an ongoing basis to University members with the goal of identifying and overcoming barriers to achieving employment equity, accessibility, and educational equity at Queen's. This section also provides a preview of the projects that are currently undergoing development and are expected to take effect in 2013-2014. The Equity Office continues to work with community partners by providing consultation and feedback on equity issues and facilitating the coordination of equity-related events.

**Equity in the
Community:
HRO Mosaic
Art**

Last but not least, we would like to highlight the Mosaic Project, a community collaborative art endeavour carried out by the Queen's Human Rights Office in celebration of its 20th Anniversary. This project has generated overwhelming response since its first call for artworks in 2012. With paintings collected from individual artists that reflect women's strength through their unique artistic expressions, the large combined mosaic displayed on the third floor of Mackintosh-Corry Hall has received significant appreciation from the public. A second mosaic will also be exhibited in Gordon Hall. We are also pleased to note that the celebration of the 20th anniversary on September 19, 2013 was a success with an inspiring address from Professor Faith Ringgold, an African American award winning artist and social activist. With the incredible results we have achieved with this project, it is truly inspiring to see how far the Human Rights Office has come in overcoming harassment and violence against women and working toward the overall vision of an inclusive and positive Queen's environment.

**Upcoming
Training &
Updates**

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. We wish you all the best in this coming academic year!

-the Equity Office at Queen's University

Employment Equity “Bits and Bites”: Visible Minorities

Queen’s: Achieving Employment Equity Part 5

In 2012, members of visible minorities were the most under-represented designated group at Queen’s University. For this reason, the latest issue in the Achieving Equity Series has focused on members of visible minorities. The publication highlights the efforts made to improve the representation of members of visible minorities in the workforce at Queen’s since 2011, and the continued need to be vigilant if the University wishes to achieve equity. This will be particularly important when considering two important factors: the ethnocultural diversification of the Canadian population (the percentage of members of visible minorities in Canada is expected to rise from 19.1% in 2011 to 33.3% by 2031).

To learn more about visible minorities’ employee representation at Queen’s as well as Queen’s accomplishments in employment equity, please visit [Achieving Employment Equity Part 5: Looking to the Future, Visible Minorities at Queen’s](#).

Ontario: Policy on removing the “Canadian experience” barrier

In an effort to ensure that new Canadians do not face barriers entering the workforce solely due to a lack of “Canadian experience”, the Ontario Human Rights Commission has recently approved the *Policy on Removing the “Canadian Experience” Barrier*. The following is the introduction from that policy:

Canada is home to immigrants from all over the world. Seen as a place of opportunity, peace and democratic governance, Canada has been able to attract highly-skilled immigrants. In return, Canada’s culture, society and economy have been greatly enriched by their contributions.

With its aging population, shrinking birthrate, and shortage of skilled labour, Canada relies on the contributions of immigrants for its economic well-being. In the modern global economy, immigrants with foreign experience can increase Canada’s international competitiveness by enhancing the country’s “diversity advantage.”

Therefore, it is a major concern when recent immigrants to Canada face high rates of both underemployment and

unemployment. Statistics Canada reported that between 1991 and 2006, “the proportion of immigrants with a university degree in jobs with low educational requirements increased.” Even after being in Canada for fifteen years, “immigrants with a university degree are still more likely than the native-born to be in low-skilled jobs.”

While the Ontario Human Rights Commission (OHRC) recognizes the significance of all of the barriers newcomers potentially face when trying to access the job market, this policy will focus on “Canadian experience” as an employment or accreditation requirement, and as a practice that raises human rights concerns. The OHRC’s position is that a strict requirement for “Canadian experience” is *prima facie* discrimination (discrimination on its face) and can only be used in very limited circumstances. The onus will be on employers and regulatory bodies to show that a requirement for prior work experience in Canada is a *bona fide* requirement, based on the legal test this policy sets out.

All employees who make hiring decisions at Queen’s need to be aware of the importance of making sure that they are not demanding “Canadian experience” unless it is absolutely necessary. For more information go to: [Policy on Removing “Canadian Experience” Barrier](#)

Canada: Federal Contractors Program

The Federal Contractors Program (FCP) was redesigned as part of the 2012 Federal Government Budget and its commitment to reduce the burden to smaller employers. The new program applies to contractors who receive an initial goods and services contract, a standing offer, or a supply arrangement valued at \$1million or more (including applicable taxes), an increase from the previous threshold of \$200,000.

Contractors are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce representation
- b. A workforce analysis
- c. Short-term and long-term numeric goals

For more information go to: [Federal Contractor Program](#)

Equity in Focus: The Equity Office

Over the Year 2012-13, the Equity Office has focused on the development of various programs and measures to assist the University in achieving goals related to equity, inclusion, and diversity. The following touches on some of the major projects of the Office in the areas of employment equity, accessibility, and educational equity.

Employment Equity

In our effort to ensure that Queen's is in compliance with the FCP and is communicating information about employment equity to all University members, the FCP Action Group, established under the Council on Employment Equity (CEE) to address gaps in University's compliance with the FCP requirements, has focused on most current workforce analysis.

This analysis has led to the development of projects related to diversity in hiring at the casual level as well as senior levels where our representation gaps are significant.

2012 Queen's Designated Group Representation

	Women	Aboriginal Peoples	Persons with Disabilities	Visible Minorities
*Faculty	40.1%	0.8%	4.4%	12.3%
Staff	65.2%	1.6%	5.6%	3.9%
Research	68.0%	1.7%	4.2%	11.1%
Total	55.3%	1.3%	5.0%	8.4%
Workforce Population	47.6%	3.1%	4.9%	15.3%

*Faculty includes: Faculty, Academic Assistants and Post-Doctoral Fellows

Accessibility

One of the Office's roles in this area involves developing and implementing the Queen's Comprehensive Strategic Framework for Accessibility in response to the Accessibility for Ontarians with Disabilities Act (AODA). The key objectives of this Framework lie in campus-wide accessibility for persons with disabilities at Queen's and educational opportunities for all University members to understand accessibility issues.

A significant project that has resulted from the framework is the upcoming launch of the Accessibility Hub.

The Accessibility Hub is a central online resource for accessibility at Queen's. It will serve to elevate inclusion and improve access for everyone on our campus. The Accessibility Hub will not only provide support and feedback concerning accessibility initiatives, it will also serve as an online community for those seeking information on disability and accessibility issues on campus, and assist the university in meeting its obligations under the AODA.

Another significant project is the completion of complementary training to the Accessible Customer Service Training. This consist of three additional trainings: Human Rights 101, Accessible Instruction for Educators and Access Forward (training on the integrated accessibility standards regulation)

The training will soon be available through the Equity Office website at: www.queensu.ca/equity

Educational Equity

The Office is committed to promote academic equity among all departmental units in compliance with the academic mission of the University. Through the coordination of the Senate Educational Equity Committee (SEEC), the Office is responsible for administrating all matters pertaining to academic equity-related policy and taking initiative in ensuring the learning environment is equitable at Queen's.

One of the major projects the Office has been working on is the Diversity and Equity Assessment and Planning (DEAP) Tool. The DEAP Tool is one of the major components of the Cyclical Performance Reviews Program. This tool has been developed to facilitate the responsiveness of departments and units at Queen's to internal and external minoring processes related to equity, diversity, and inclusivity. The Office will assist faculties in developing academic and research plans that will contribute to Queen's achievement of fairness in education.

Equity in the Community: **Community Mosaic Art**

In Celebration of the Human Rights Office's 20th Anniversary

Ever since its first call-for-artists, the Mosaic Project initiated by the Human Rights Office, has evoked tremendous response from the community and collected more than 100 inspiring artworks that depict women's strength in the wake of gender-based harassment and violence. This mosaic was developed based on an original painting by award-winning Aboriginal artist Leo Yerxa, who has collaborated on many of the Office's projects since it was established in 1992. The concept behind this mosaic is significant in "showing positive images of women's survival", including strength, resilience, spontaneity, and creativity. By dividing the painting into 63 tiles and asking individual artists to submit their own design, the assembled mosaic is meant to reflect the identity of Woman Recreated. Over 45 artists of diverse backgrounds and artistic approaches participated in this project and contributed their artworks to the mosaic within the first weeks after the call went out.

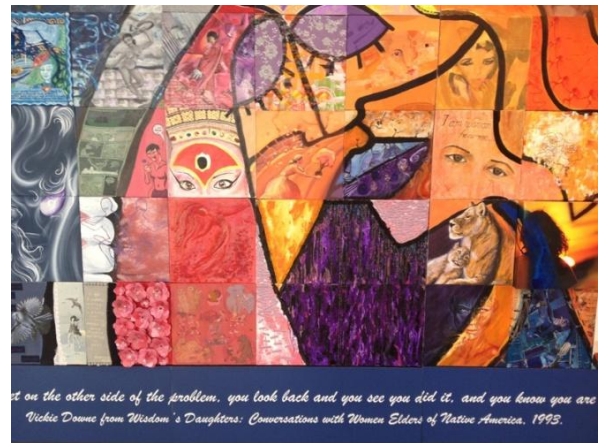
In response to the overwhelming interest and positive feedback gathered from the community, the Human Rights Office introduced a second mosaic. Individual tiles have been selected by Leo Yerxa to be displayed in the [Queen's online Multifaith Calendar](#) through the generous support of the B.C. Multifaith Society. The selected artwork was announced at the 20th anniversary celebration held at Queen's University on September 19, 2013.

The mosaic project would not have been possible without the community participation as well as help from the Ontario Ministry of Training, Colleges and Universities, the Office of the Vice-Provost and Dean of Student Affairs at Queen's University, the Women's Campus Safety Fund and the Eilidh Balkwill Fund.

To view details of the mosaics please visit the Human Rights Office [site](#).



Currently displayed at 'A' Wing, 3rd Floor of Mackintosh Corry Hall



We would like to thank all our committee members, Senate members, community partners, faculties, staffs, students, and those of you who have shown your support for our Office. We look forward to continue serving the University community, bringing forth new ideas into practice, assisting individual units, and providing all the resources and assistance you will need.

We would also like to thank our SWEP student, Laureen Hu, for her dedication and hard work that contributed to a successful summer for the Office.

Upcoming Training and Updates

Employment Equity

November 5, 2013
Appointments & RTPC
1:00pm—4:00pm

November 20, 2013
Appointments & RTPC
9:00am—noon

February 12, 2014
Appointments & RTPC
9:00am—noon

To register, please visit the Equity Office [website](#).

Attention EE Reps:

In order to assist EE Reps with their responsibility regarding reporting of equity data we have created a webpage that includes all of the information and forms an EE Rep requires to complete equity processes in accordance with the CA. The webpage is broken down into five sections.

1. Memo's from the JCAA and the Equity Office
2. Online Application for New Appointments
3. Form for Posting-Exempt Term Adjuncts
4. Form for Internal Department Heads (NEW)
5. Forms for Renewal, Tenure, Promotion and Continuing (RTPC)

To access the webpage please go to the following link:

<http://www.queensu.ca/equity/employment/forms.html>

From Diversity to Inclusion

From Diversity to Inclusion in the Workplace: HR Certificate		
Date	Training Workshop	Time
4-Nov-13	Human Rights, Queen's and You	9:00am - 4pm
5-Dec-13	Employment Equity: Moving Beyond Compliance	12:30pm - 4:30pm
22-Jan-14	Accommodation: Disability, Faith, Gender and More	1:00-4:00pm
12-Feb-14	Anti-oppression in the Workplace (Elective)	1:00-4:00pm

Please visit the HR [Learning Catalogue](#) to register for the Diversity to Inclusion Certificate Program

Connect with the Equity Office!



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Accessibility Cafés

Wednesday Oct 9, 2013 – Stauffer Library, Speaker's Corner 11:30-12:30

Monday Nov 4, 2013 – Duncan McArthur,
Student Street 11:30-12:30

