

# Equity Matters

at Queen's University

ISSUE 5 February 2013

## this issue

Message from the Editor

Employment Equity Bits and Bites: Unions  
Equity in Focus: QUFA and Pioneering Equity at Queen's  
Equity in the Community: PSAC 901 Staff Census

## Message from the Editor

Dear Queen's University Member:

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

The focus of this issue is Unions. Unions play a key role in advancing employment equity. Through their collective agreements, unions can play a pivotal role in ensuring employment equity is central to their concerns in the workplace. This issue of Equity Matters provides an overview of many unions that exist at Queen's, specifically highlighting their dedication and commitment to employment equity, diversity, and inclusivity.

The articles included here explain the role of unions in employment equity: in the "Equity Bits and Bites: Unions at Queen's" section, we provide an overview of each of the unions and their dedication to employment equity; in the section titled, "Equity in Focus: QUFA's Collective Agreements", we

### Accessibility Café

Hosted in the Stauffer Library Speaker's Corner, this monthly event enables all Queen's students, faculty and staff, as well as Kingston residents the opportunity to come together and discuss all things Accessibility. Join us on facebook or sign-up for our listserv to receive up-dates on the next café.

### Achieving Employment Equity at Queen's IV

We have released our fourth annual edition of Achieving Equity. Part IV: From Compliance to Inclusion highlights some best practices across the University and Kingston community. For a copy, contact our office or download one from our website.

are thankful for the contribution of Elaine Berman, who provides an overview of QUFAs collective agreements and employment equity from 1997 – present, and; finally in the section titled, "Equity in the Community", we provide an overview of the staff census and look at the current PSAC Local 901 data profile.

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

## Employment Equity "Bits and Bites"

### Unions at Queen's

Queen's has undergone a dramatic shift over the past few years with the unionization of several staff groups. This has meant many changes throughout Queen's, from the bargaining of initial collective agreements to the changes in staffing practices. One change that will be discussed here is the dedication to equity that many of the national unions represented on campus have. Almost all of the union groups have a dedication to employment equity as laid out by the Federal Contractors Program (FCP) – if you are unsure of what that is, read our last issue here. Some of the union groups even surpass the regulations of the FCP and have created and foster diversity and inclusivity within their union mandates. It is important to recognize the dedication of these unions' commitment to diversity and equity and their willingness to assist their locals in ensuring those principles are included and upheld within their individual collective agreements. Below is a discussion of individual union groups on campus and their dedication to employment equity, diversity, and inclusivity.

#### Canadian Union of Public Employees (CUPE)

On the Queen's campus we have three CUPE Locals: CUPE Local 1302 representing Library and Archive employees, with some exceptions; CUPE Local 229 representing Physical Plant Services, Residences Operations, and Athletics and Recreation, with some exceptions, and; CUPE Local 254 representing people who work within a technical capacity in teaching and research laboratories. CUPE is one of the most dedicated unions to advancing equity. The following represents some of the recommendations they give their locals:

- Negotiate Employment Equity language and enforce it
- Outreach to Designated Group Members to ensure our Union is representative of the Community we live in
- Bargain and enforce No Discrimination / No Harassment language in our Collective Agreements



#### Upcoming Events

##### International Women's Week

March 2-10<sup>th</sup>, 2013

There will be events  
throughout the Kingston  
and Queen's communities

For information go [here](#)

##### Ban Righ Centre Speaker's Series

Wednesday March 6  
Traumatic Remembrance  
and Samuel Barber's Adagio  
for Strings  
Kip Pegley.

Tuesday March 12  
Gothic Matriarch  
Cavelle Macdonell

Friday, March 22  
Revisioning  
Rebecca Anweiler  
Thursday March 28

The Burden of Depression  
in Women  
Kate Harkness

Tuesday April 9  
Haiku Poetry as a Path to  
Slow Time  
Philomene Kocher

To see full descriptions go

[here](#)

- Mandate Human Rights Training for Local Officers
- Ensure Employer complies with applicable Human Rights Legislation and Employment Equity Programs
- Lobby for Employment Equity Legislation

CUPE has produced publications relating to women and racialized minorities. They have participated in Aboriginal awareness raising campaigns and created a strategic direction that includes equity as a key component.

### **United Steelworkers (USW)**

Queen's has two USW locals represented on campus. We have USW Local 2010 representing general staff appointments, with some exceptions and USW Local 2010-01 representing academic assistants, with some exceptions. USW has initiatives, policies, and campaigns relating to Pride at work for raising awareness about LGBTQ issues, women in the union, anti-harassment, human rights, and religious accommodation. Many of these initiatives and programs have recommendations on how to implement and integrate these ideas within collective agreements to ensure employees are treated equitably and to ensure diverse and inclusive working environments.

### **Public Service Alliance of Canada (PSAC)**

PSAC Local 901 currently represents all graduate teaching assistants and teaching fellows and is currently in negotiations for the first collective agreement for post-doctoral fellows. PSAC promotes equity throughout its union, has affinity groups for union members and is dedicated to raising awareness about and educating members on the duty to accommodate. PSAC has implemented an employment equity program within its union and will support the efforts of any member local who wants to ensure that employment equity is central to their collective agreements.

The PSAC employment equity program was established to:

- promote and coordinate employment equity/human rights issues within the union, members' workplaces, and in the broader labour movement
- provide information, education, tools, and resources for union representatives and union members on employment equity/human rights issues
- further the union's goal of integrating equity/human rights issues into all areas of union work

### **Ontario Nursing Association (ONA)**

ONA Local 67 represents all registered nurses at Queen's who work in a nursing capacity. ONA has several initiatives and caucuses that deal with issues of equity and diversity. Although they do not have specific commitments to employment equity and the implementation of employment equity within their collective agreements, they implicitly support the implementation of employment equity through their dedicated commitment to human rights, equity, and diversity.

### **Upcoming Events**

#### **The Four Directions Aboriginal Student Centre**

Have the following upcoming events:

#### **Three Sisters Feast Nights**

1<sup>st</sup> and 3<sup>rd</sup> Wednesdays of each month from 5-7pm

#### **Celebration of Indigenous Arts, Culture & Dance**

Saturday, March 16 2013 10 am - 4:30 pm

#### **Studies in National and International Development**

Thursday March 7<sup>th</sup>

Gareth Haysom

The Urban Food Question: Absent from Southern Africa's Developmental Agenda

Thursday, March 14

Treana Orchard

Karen and Karma Collide at the Bus Stop: Time, Space and the Role of Reincarnation in Reconfiguring Researcher-Subject Relationships in Contemporary Ethnography

**1-2.30pm, Mackintosh Corry Hall, Room D214**

# Equity In Focus: QUFA's Collective Agreements (1997 – Present)

## Pioneered Equity in Queen's Ideas and Practices

By Elaine Berman, Administrative Officer, QUFA

In 1995, the passage of the second Employment Equity Legislation (*Employment Equity Act, S.C. 1995, c.46*) federally set the stage for changes in Canadian workplaces for the introduction of new ideas and practices related to equity. In the same year the Queen's University Faculty Association (QUFA) certified as the sole bargaining agent for most faculty, librarians and archivists at Queen's. A second bargaining unit certified in 2003 supporting Sessional Adjuncts, who taught 3 or less half courses per year, a group of faculty who had not been included in the original bargaining unit, and lacked the protection of rights guaranteed the Term Adjuncts who taught 4 or more courses per year. The two bargaining units, containing almost all faculty teaching for pay at Queen's, amalgamated in July 2007.

Since 1995, the QUFA founders and its bargaining teams negotiated a range of key provisions for the faculty, librarians and archivists, full-time and part-time appointees, based on the principles of equity and diversity in six collective agreements (1997-present). QUFA is proud of its pioneering role, in persuading the Administration to accept a range of ideas and practices to improve employment equity at Queen's University. The following list (non-exhaustive) provides an impressive list of examples. (Articles mentioned refer to the current 2011-15 Collective Agreement.)

<http://www.queensu.ca/provost/faculty/facultyrelations/qufa/collectiveagreement/WEBSITECAWITHLINKSSept252012.pdf>:

- Non-Discrimination Clause (Article 9);
- Duty to Accommodate persons with a physical or mental disability in the workplace (Article 9);
- Employment Equity provisions for new appointments and personnel processes, includes recognition of 4 "Designated Groups" (women, members of visible minorities, Aboriginal peoples, and persons with disabilities) and "Equity-Seeking groups" (the four Designated Groups plus persons of non-heterosexual orientation or gender identity), the role of Equity Representative on all hiring and renewal, tenure and promotion committees (Article 24);
- More fair and consistent processes for Members applying for renewal, tenure and promotion (Article 30 for Tenure-track and Tenured Faculty, Article 31 for Librarians and Archivists, Article 32 for the Reappointment and Promotion of Adjunct Members);
- Family-friendly Benefits: Childcare Benefit (Appendix M), Tuition Support Plan for dependents and spouses (Appendix N), Personal Leaves including Child-Care Leaves with and without salary top up,
- Postponement of Personnel Decisions of one year for each such leave (Article 33);
- More equitable distribution of workload within academic departments (Article 37).

In addition to the changes brought through bargaining, QUFA faculty in collaboration with like-minded employees from other groups also worked towards same sex rights such as benefits to same sex partners. QUFA also introduced Fair Employment Week as an annual local initiative inspired by CAUT's national campaign to highlight the important role of Contract Academic Staff (Adjuncts) and the difficulties they face as contingent workers in the post-secondary educational sector.

# Equity In the Community:

## *Staff Census and PSAC Local 901*

The *I Count Queen's Equity Census* administered through the Equity Office at Queen's University in compliance with the requirements of the FCP is unique. Although all organizations that fall under the FCP are required to keep self-identification records of their employee, Queen's strong commitment is demonstrated through the scope of its census process. What sets us apart from other organizations is the accuracy of our data which results from a process of periodic census.

What is the census? Every three months or every 100 new employees, the census is sent to all new employees. It is sent to all employees of the university that have a contract of 12 weeks or more. The census is confidential and asks a series of questions relating to designated groups status (ex. women, visible minorities, Aboriginal peoples, and persons with disabilities). By virtue of the FCP, we are required to track numbers of Aboriginal peoples, persons with disabilities, women, and visible minorities. This data helps us create an institutional profile to better enhance our recruitment efforts where employment is concerned.

What sets us apart? The Council on Employment Equity which is comprised of members from all employee groups at Queen's together with the Equity Office initiated a staff re-census in 2010. This census invited all employees to self-identify and included for, the first time, sexual and gender identities. The return rate for the re-census was over 80% (an article on this can be found [here](#)).

How is this data used? We use the data in several ways, including assisting departments in completing the Cyclical Program Review (CPR) process and providing profiles for departments and faculties during hiring processes. Most of our data profiles are requested for faculty positions; in keeping with the QUFA collective agreement (2011-2015) departments recruiting new faculty members must access a data profile of their department to use in the process, which assists in identifying gaps and strategic recruitment decisions.

### **The Census and PSAC Local 901**

In 2012 PSAC executive members approached the Equity Office and requested to be included in the staff census. PSAC members have not previously been required to complete a census because of the nature of their employment. However, in conjunction with the Equity Office and the PSAC executive, a TA/TF census was created in order to assess the staff data profile of the PSAC members. The return rate for the census was 67%. The current data profile of PSAC members can be found below. The profile shows that some gaps do exist. In moving forward we will continue to issue the census on a semestered basis to PSAC members and work with the PSAC executive to assist in their strategic goals.

## Employment Equity Report for Active TA's and TF's - January 2013

|                                | Total  | Females | Males | Aboriginal Peoples | Visible Minorities | Persons with Disabilities | Sexual Orientation | Gender Identity | No Response |
|--------------------------------|--------|---------|-------|--------------------|--------------------|---------------------------|--------------------|-----------------|-------------|
| %                              | 100.0% | 46.8%   | 53.2% | 0.8%               | 14.8%              | 4.7%                      | 5.7%               | 0.4%            | 37.3%       |
| Canadian Population            | 100.0% | 50.9%   | 49.1% | 3.8%               | 16.2%              | 14.1%                     |                    |                 |             |
| Canadian Workforce             | 100.0% | 47.9%   | 52.1% | 3.1%               | 15.3%              | 4.9%                      |                    |                 |             |
| Most under-represented         |        | 0.9771  | N/A   | 0.2677             | 0.9655             | 0.9654                    |                    |                 |             |
| Most under-represented ranking |        | 4       | N/A   | 1                  | 3                  | 2                         |                    |                 |             |

| Designated Group  | Queens Rep % | Canadian Workforce | Gap |
|---|--------------|--------------------|-----|
| Aboriginal People   | 0.8%         | 3.1%               | -27 |
| Visible Minorities  | 14.8%        | 15.3%              | -6  |
| Women   | 46.8%        | 47.9%              | -13 |
| Persons with Disabilities   | 4.7%         | 4.9%               | -2  |
| The gap is the difference in the Representation number and the Availability number (Expected number) when compared to the Canadian Workforce Population |              |                    |     |

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