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INTRODUCTION

Queen's Commitment to I-EDIAA





Indigenization, Equity, Diversity, Inclusion, Anti-racism and Accessibility (I-EDIAA) are institutional priorities at Queen's University. [The Queen's University Administration's Declaration of Commitment to address Systemic Racism](#) clearly states the importance of incorporating I-EDIAA as a major focus of the university's vision for the future.

Queen's Commitment to the Federal Contractor's Programs Objectives

Under the Employment Equity Act (1995), a federal employer must ensure that persons in designated groups (Indigenous peoples, persons with disabilities, women, and racialized/visible minorities) are represented in each occupational classification in a manner that reflects their representation in the Canadian workforce, or those segments of the Canadian workforce, " that are identifiable by qualification, eligibility or geography and from which the employer may reasonably be expected to draw employees."

The Federal Contractors Program (FCP) was developed by Human Resources Skills Development Canada (HRSDC) to enforce the employment equity compliance of large, provincially regulated employers. In 2013, the FCP was redesigned and now applies to all provincially regulated employers that have 100 or more employees and that receive federal government goods and services contracts of \$1 million or more. These "Federal Contractors", including Queen's University, are required to certify their commitment to employment equity by showing that they meet, or are taking measures that will enable them to meet, FCP criteria. In order to meet those criteria, the Human Rights and Equity Office in collaboration with many units across the University, has initiated the development of several programs, practices and procedures.

By signing an Agreement to Implement Employment Equity, Contractors agree to implement and maintain employment equity within their workplace. This Agreement is in force from the moment of receipt of an initial federal government goods and services contract, a standing offer, or a supply arrangement valued at \$1 million or more (including applicable taxes). The contractor must fulfill the following Requirements:

-  Collect workforce information
-  Complete a workforce analysis
-  Establish short-term and long-term numerical goals
-  Make reasonable progress and reasonable efforts

COLLECTING WORKFORCE INFORMATION:

THE EQUITY CENSUS

Queen's collects equity deserving group self-identification information, through the I COUNT **Queen's Equity Census**. The Census is sent monthly to all new employees joining the

RECRUITMENT

Goal #1: Review results of the Federal Contractors Program (FCP) to determine priorities to reduce gaps with special attention to racialized persons and persons with disabilities.

Update - Complete: Further to Queen's compliance assessment which was concluded on December 6, 2018, Queen's was subject to a subsequent compliance assessment under the [Federal Contractors Program](#) (FCP). The goal of this subsequent assessment was to evaluate Queen's progress and/or effort to achieve full representation of the four designated groups.

The required forms and documents were submitted to the Labour Program on November 3, 2021 and the following response was received on March 10, 2022:

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Queen's University's employment equity program.

Queen's University has the most and largest gaps in EEOG 03 (Professionals) across all designated groups. The planned activities might help identify barriers that professionals face. In addition, it is recommended to develop relationships with other organizations to identify qualified students that are part of a designated group as potential employees through the use of internships, workplace integrated learning, or permanent employment where vacancies arise.

Since the highest gaps in representation are occurring for visible minorities and persons with disabilities at the professionals group level, we recommend that you put in place special measures to achieve the goals set in the current assessment and to increase the representation of these designated groups within your organization.

It is recommended to make full use of the measures listed on your assessment such as the Diversity Equity Assessment Planning (DEAP) Tool, among others.

Goal #2: Develop a Recruitment Bootcamp in-person training that incorporates employment equity

Update - [REDACTED]

Goal#7 Develop and promote interview questions/rubric that incorporate EDII.

Update - Complete: To assist units in including equity, diversity and inclusion interview questions when recruiting new employees,

Goal #11: Expand the Queen's Onboarding supports and programming for Staff

Update – Ongoing: A committee has been formed in Human Resources to review and enhance employee onboarding. Work started on this project in the Spring 2022.

Goal #12: Review/Revise the Employment Equity Policy

Update – Complete: The Employment Equity Policy was reviewed, revised and approved by the FSSRRS UCARE Sub-

Goal #16: Develop and implement a DEAP Tool for individual researchers.

Update – Complete: The HREO worked with the Office of VP Research to develop a DEAP Tool for individual researchers. The next step is to work on implementation and promotion of the document.