

# 2022 Employment Equity Report

Submitted by: The Centre for Human Rights,  
Equity & Inclusion



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**“Continue to build a diverse and inclusive community of exceptional students, faculty and staff. “**

- Humber College Strategic Plan: 2018-2023

## Introduction

Humber College voluntarily complies with the Employment Equity Act, reestablished its Employment Equity Program in 2018, and produced its first formal report. This report presents Humber’s Employment Equity data for the calendar year of January 1, 2022 to December 31, 2022.

The data contained in this report is only as good as the data received via the voluntary Employment Equity Questionnaire (EEQ). The current completion rate for all employee is 55%. For the Academic division it is 66%. All employees, not only those that are full-time, are encouraged to complete the EEQ. Additional details can be found here:



<https://hrs.humber.ca/hr-resources/human-rights-equity-and-inclusion/employment-equity/about-employment-equity.html>



## Key Terms

**DIVERSITY:** Refers to the different social, cultural and political identities of individuals and their worldviews, knowledges, practices, and experiences. Humber values and respects the contributions of its diverse students and employees leading to an enriched learning, working and living environment.

**EQUITY:** Refers to the ongoing intentional and systemic approach to remove historic and current barriers for Indigenous Peoples and equity-deserving groups. Humber applies specific programs, policies and practices to support fair and just outcomes.

**EQUITY-DESERVING GROUPS:** At Humber, equity-deserving groups refer to communities who were historically and who are currently underserved and underrepresented. These groups include Women, Persons with Disabilities, Racialized Persons, Persons from diverse Gender Identities and Persons who identify as 2SLGBTQ+.

**INCLUSION:** Refers to the active and intentional engagement of people in all their diverse social, cultural and political identities that fosters a sense of belonging. At Humber, this engagement is grounded in respect, and all members of the Humber community are recognized as valued contributors. Inclusion is intrinsically connected to wellbeing and enriches innovation, sustainability and excellence in curricula, research, programs and services

**INTERSECTIONALITY:** The concept of 'intersectionality' was coined by Professor Kimberlé Williams Crenshaw and is defined as: "The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise." (Source: Oxford English Dictionary)



## Humber's Employment Equity Program

### Understanding the Workforce Analysis

The Federal Employment Equity Act (the Act) aims to make workplaces inclusive and open to individuals from employment equity groups that have historically faced employment barriers. The employment equity groups, also referred to as designated groups, are: Women, Indigenous Peoples, Persons with Disabilities and Racialized Persons.<sup>1</sup> Other dimensions of diverse identities, such as, sexual orientation and gender identity are not included in the Act and no statistically confirmed data currently exist on labour market availability for these groups. Therefore, these are not included in the analysis provided by the Workplace Equity Information Management System (WEIMS) report.

### Full Representation

The goal of employment equity is full representation which is achieved when the internal representation of the employment equity groups reflects their external availability. Based on Humber College's current population in each Employment Equity Occupational Group (EEOG):

- The availability number (#) in the Workforce Analysis table below is the long-term numerical goal of full representation.
- The Gap number (#) column in the Workforce Analysis table below is the difference between current jolikepresentation and full representation.
- A negative Gap # is the numerical goal the employer must achieve in order to achieve full representation.
- A positive Gap # shows that the employer has met and exceeded its full representation goals for the employment equity group in the particular EEOG, i.e., the internal representation of the employment equity group in the particular EEOG exceeds external availability.

Humber College measures and reports its current representation by comparing the internal representation of the four employment equity groups in its workforce against availability benchmarks set by the Labour Program at Employment and Social Development Canada (ESDC).

<sup>1</sup> Note: Humber has chosen to use these terms versus the outdated terms found in federal legislation.

## Availability Data and Availability Statistics

Availability statistics are the data on the number or percentage of employment equity group members possessing the requisite skills within the relevant labour market for particular occupations or groups of occupations. Depending on the position, the relevant labour market may be national, provincial or the local Census Metropolitan Area (CMA). Accordingly, the availability data would differ.

The 2016 national availability benchmarks set by the Labour Program based on the National Household Survey (NHS) were used for Indigenous Peoples, Women and Racialized Persons. The Canadian Survey on Disability (CSD) was used for Persons with Disabilities. Availability data for Persons with Disabilities are reported at the national level only. The availability data of Persons with Disabilities are sometimes small at the EEOG level and become less reliable. For this reason, EEOG values are suppressed at the provincial level and no data are made available at the NOC level and the local Census Metropolitan Area level.



## Findings of Under-Representation

The Workforce Analysis tables show the patterns of underrepresentation of the employment equity groups. Barriers to employment exist for all four designated groups. While barriers and their intensity vary between the groups, there are a number of indicators that can predict barriers to employment equity being experienced. Patterns of underrepresentation of the employment equity groups at Humber indicate that there is still work to be done to remove those barriers that exist as a result of corporate culture, policies, practices, and decision-making over time.

Underrepresentation is a key concept in employment equity analysis. The employer is expected to hire qualified employment equity group candidates at their external availability rate, at a minimum. A gap occurs when the internal representation of the employment equity groups in the particular EEOG is less than their external availability. The next step in employment equity analysis is to determine whether the underrepresentation is significant. These three filters are used to determine significance:

- **Size:** The first filter is the size of the gaps, i.e., how many of the gaps are equal to and exceed -3.
- **Severity:** The second filter is severity, a measure of how close the designated group is to full representation. The closer the percentage is to 100%, i.e., full representation, the less severe is the underrepresentation. A value of 80% demonstrates that the employer has achieved 80% of its full representation goal for the particular EEOG and so the underrepresentation is not seen as problematic. The severity ratio or utilization rate measure is one of the fields in the tables below.
- **Prevalence:** The third overall filter is the prevalence of the underrepresentation of the designated group(s) in the EEOGs.



## The Workforce Analysis and the Employment Systems Review (ESR)

Patterns of underrepresentation signal potential problem areas. These patterns suggest that an organization's policies and practices inadvertently exclude talent from the employment equity groups and/or that the organization can do more to attract and retain talented Women, Indigenous Peoples, Persons with Disabilities and Racialized Persons to roles for which they are qualified.

In 2022, Humber received recommendations from an external consultant as a result of the Employment Systems Review (ESR). The purpose of an ESR is five-fold:

1. to identify all human resources systems, policies and practices;
2. to analyze these systems, policies and practices to determine how they may have a different impact on designated groups compared to those who are not members of a designated group;
3. to identify which of these systems, policies and practices create barriers;
4. to provide a basis for corrective action to remove barriers; and
5. to assess the potential for reasonable accommodation to overcome valid barriers (i.e., barriers that exist because of a bona fide occupational requirement and are consistent with human rights legislation).<sup>2</sup>

An ESR examines each employment system - recruitment, selection, hiring; training and development; promotion; retention and termination; reasonable accommodation and corporate culture and attitudes - as part of this analytical review process. The ESR is not a Human Resources audit. A working group comprising of relevant departments across Humber has been established to work on implementation of the recommendations.

## Workforce Analysis, Gaps and Numerical Goals

To achieve full representation, numerical goals are established for employment equity groups in each EEOG where there is underrepresentation. The goals established must be sufficient to ensure reasonable progress towards closing each gap in representation by being above or, at minimum, equal to availability.

Exception: If there is a gap for Women in an EEOG where women are represented at 50 percent or more, the employer is not required to establish a goal, regardless of availability. This exception is to ensure that the Employment Equity Program is not encouraging employers to further categorize certain occupations as "female" occupations.



<sup>2</sup> Source: Step 2-2 Conducting an Employment Systems Review - <https://www.canada.ca/en/public-service-commission/services/appointment-framework/guides-tools-appointment-framework/employment-systems-review-guide-federal-public-service.html>



## Overview: Employment Equity Workforce Analysis

Data for this report was collected using Humber's voluntary, confidential self-identification EEQ. Employees are aware that access to their employment equity information is confidential, restricted only to duly authorized personnel<sup>3</sup> in the Centre for Human Rights, Equity & Inclusion and that they can update their employment equity information if there is a change in their employment equity status.

### Return and Response Rates and Keeping data up to date

Humber acknowledges that it has not yet achieved an 80 percent questionnaire return and response rate, which would ensure data reliability, and encourages all employees to complete the voluntary EEQ. Humber will also keep its workforce data up to date by providing a self-identification questionnaire to employees who request it, wish to change previously submitted information and to new employees. Humber updates its database to reflect new data stemming from the above and from employee hires and terminations.

### Workforce Composition

On December 31, 2022, there were 1883 active full-time employees at Humber across the three employment statuses - Faculty, Support and Administrative staff. Table 1 shows the year-over-year representation data based on full-time employees' voluntary self-identification on the EEQ on December 31 of 2019 to 2022.

It is important to note that some Indigenous Peoples and individuals from equity-deserving groups are less likely to complete the EEQ due to historical and lived experiences, such as racial profiling, fears of being outed, or distrust of institutional collection of personal information.



**Table 1- Representation data of full-time employees for the years of 2018 to 2022:**

Year	# of Full-time employees <sup>4</sup>	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
2022	1883	58.9% <sup>5</sup>	1.75% <sup>6</sup>	5.5% <sup>7</sup>	26.9% <sup>8</sup>
2021	1766	59.0%	0.9%	3.1%	18.7%
2020	1717	59.9%	0.8%	3.1%	18.8%
2019	1643	58.4%	0.7%	3.4%	19.2%
2018	1633	57.6%	0.7%	2.9%	19.2%

Notes: The total may not equal the sum of components due to rounding and individuals may identify belonging to more than one designated group. Some increases may be attributable to increased existing staff completing the survey, rather than new hires. See Table 4 for data on new hires.

**Table 2 -Representation data of full-time employees, external availability and gap number as of December 31, 2022:**

Designated Group	Representation #	External Availability #	Gap #
Women	725 (58.9%)	698 (56.6%)	27
Indigenous Peoples	17 (1.5%)	30(2.6%)	-13
Persons with Disabilities	59 (5.1%)	97(8.5%)	-38
Racialized Persons	359 (30.8%)	278(23.8%)	81

**Table 3 - Representation data of full-time employees, external availability and gap number as of December 31, 2021:**

Designated Group	Representation #	External Availability #	Gap #
Women	1042 (59.0%)	999 (56.6%)	43
Indigenous Peoples	17 (0.9%)	44 (2.6%)	-27
Persons with Disabilities	54 (3.1%)	150 (8.5%)	-96
Racialized Persons	330 (18.7%)	419 (23.8%)	-89

4 As of December 31 of that year

5 1230 full-time employees answered the question on the EEQ, 725 said identify as women

6 1145 full-time employees answered the question on the EEQ, 17 said identify as Indigenous

7 1146 full-time employees answered the question on the EEQ, 59 identify as a person with a disability

8 1166 full-time employees answered the question on the EEQ, 359 identify as racialized person

# Hires and Terminations Data Analysis

## Shares of Hires

The hiring data for the years 2018 to 2022 were reviewed based on new full-time employees' self-identification on the EEQ. Designated groups' share of hires is one measure of the effectiveness of Humber's recruitment strategies and its capacity to attract, select and hire the diversity of experiences and skills it needs to be successful.

**Table 4 - Representation rates for the new hires<sup>9</sup> for the years 2018 to 2022:**

Year	Total Number of Employees Hired	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
2022	212	Total: 44	Total: 3 Women: 3	Total: 6 Women: 6	Total: 30 Women: 27
2021	74	Total: 39	Total: 2 Women: 1	Total: 3 Women: 1	Total: 15 Women: 9
2020	36	Total: 26	Total: 1 Women: 0	Total: 2 Women: 1	Total: 3 Women: 2
2019	65	Total: 40	Total: 0 Women: 0	Total: 2 Women: 1	Total: 6 Women: 3
2018	146	Total: 71	Total: 2 Women: 2	Total: 1 Women: 0	Total: 19 Women: 10

## Shares of Terminations

Terminations, voluntary and involuntary, are one of the measures of retention and employee engagement. The following table shows the breakdown of termination data based on the designated groups for 2018 to 2022.

**Table 5 - Total Number of Voluntary and Involuntary Terminations<sup>10</sup> for the years of 2018 to 2022:**

Year	Total Number of Voluntary and Involuntary Terminations	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
2022	171	109	4	8	27
2021	124	81	0	5	24
2020	76	36	2	7	19
2019	47	30	1	1	11
2018	69	44	0	5	11

Note: To protect the confidentiality of the voluntary and involuntary terminated employees, the above data has not been further disaggregated based on EEOG or intersectional identity for Women.

<sup>9</sup> based on employees' self-identification via the EEQ

<sup>10</sup> based on employees' self-identification via the EEQ

## Analysis

The data shows that there were 171 total voluntary and involuntary terminations in 2022. Additionally, the data continues to show that there is a slightly greater percentage of voluntary and involuntary terminations of employees who self-identify as women compared to men. Women accounted for 63.7% of all terminations in 2022. Further, the data also continues to show an increase in the percentage of voluntary and involuntary terminations of employees who self-identify as Indigenous Peoples and Persons with Disabilities.

We note that hires for the four groups are not sufficient in number to replace, or increase the representation, lost via terminations.

As mentioned earlier, the ESR recommendations and initiatives born out of the ESR, which examined each employment system - recruitment, selection, hiring; training and development; promotion; retention and termination, should work to address possible systemic barriers and factors that are impacting the recruitment and retention of individuals from the designated groups.





## Distribution of Full-Time Employees across Employment Equity Occupational Groups

**Table 6 - Distribution of Humber's full-time employees among all 14 EEOGs as of December 31, 2022:**

Employment Equity Occupational Groups	Total Number of Employees Hired	Women
01: Senior Managers	13	0.7%
02: Middle and Other Managers	289	15.3%
03: Professionals	989	52.5%
04: Semi-Professionals and Technicians	142	7.5%
05: Supervisors	11	0.5%
06: Supervisors: Crafts & Trades	1	0.05%
07: Administrative and Senior Clerical Personnel	284	15%
08: Skilled Sales and Service Personnel	2	0.1%
09: Skilled Crafts and Trades Workers	7	0.3%
10: Clerical Personnel	49	2.6%
11: Intermediate Sales and Service Personnel	29	1.5%
12: Semi-Skilled Manual Workers	3	0.2%
13: Other Sales and Service Personnel	10	0.5%
14: Other Manual Workers	4	0.2%

The above data shows that the majority of Humber's full-time employees are in four (4) Employment Equity Occupational Groups:

- 02: Middle and Other Managers
- 03: Professionals
- 04: Semi-Professionals and Technicians
- 07: Administrative and Senior Clerical Personnel

The distribution by EEOG remained similar to what it was in 2021 and 2020.

## Internal Distribution of Employees by Designated Groups and EEOGs in 2022

**Table 7- Distribution of Employees (2022) by Designated Groups and EEOGs:**

Employment Equity Occupational Groups (EEOGs)	All employees <sup>11</sup>	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
01: Senior Managers	12	50%	0%	16.7%	0%
02: Middle and Other Managers	289	45.0%	1.0%	17%	1.7%
03: Professionals	1084	32.5%	0.9%	17.0%	3.0%
04: Semi-Professionals and Technicians	187	20.3%	1.1%	15.5%	5.3%
05: Supervisors	11	54.5%	0%	27.3%	9.1%
06: Supervisors: Crafts & Trades	1	100%	0%	0%	0%
07: Administrative and Senior Clerical Personnel	336	47.0%	0.6%	23.2%	2.7%
08: Skilled Sales and Service Personnel	2	0%	0%	50%	0%
09: Skilled Crafts and Trades Workers	8	0%	0%	12.5%	0%
10: Clerical Personnel	60	28.3%	0%	26.7%	1.7%
11: Intermediate Sales and Service Personnel	34	38.2%	0%	26%	0%
12: Semi-Skilled Manual Workers	3	0%	0%	0%	0%
13: Other Sales and Service Personnel	11	38.2%	0%	18.2%	0%
14: Other Manual Workers	4	0%	0%	0%	0%

<sup>11</sup> Total 1883 Full-time employees. Note: 1460 non-full-time employees are not captured here as they have unclassified jobs, such as student employees, temporary part-time support positions, etc.

## Analysis

### Designated Group: Women

- The highest percentages of women at 100%, 54.4% and 50% are found in the EEOGs 06: Supervisors: Crafts & Trades, 05: Supervisors, and 01: Senior Managers, respectively.
- The lowest percentage (excluding 0.0%) of women is found in the EEOG 04: Semi-Professionals and Technicians at 20.3%
- 0.0% percentage is found in the following EEOGs
  - » 08: Skilled Sales and Service Personnel
  - » 09: Skilled Crafts and Trades Workers
  - » 12: Semi-Skilled Manual Workers
  - » 14: Other Manual Workers

### Designated Group: Indigenous Persons

- The highest percentage of Indigenous Persons is found in the EEOG 04: Semi-Professionals and Technicians at 1.1%
- The lowest percentage (excluding 0.0%) of Indigenous Persons is found in the 02: Middle and Other Managers and 10: Clerical Personnel, both with 1.7%
- 0.0% percentage of Indigenous Persons is found in the following EEOGS:
  - » 01: Senior Managers
  - » 05: Supervisors
  - » 06: Supervisors: Crafts & Trades
  - » 08: Skilled Sales and Service Personnel
  - » 09: Skilled Crafts and Trades Workers
  - » 10: Clerical Personnel
  - » 11: Intermediate Sales and Service Personnel
  - » 12: Semi-Skilled Manual Workers
  - » 13: Other Sales and Service Personnel
  - » 14: Other Manual Workers
- This is indicative of a severe underrepresentation of Indigenous Persons throughout Humber.

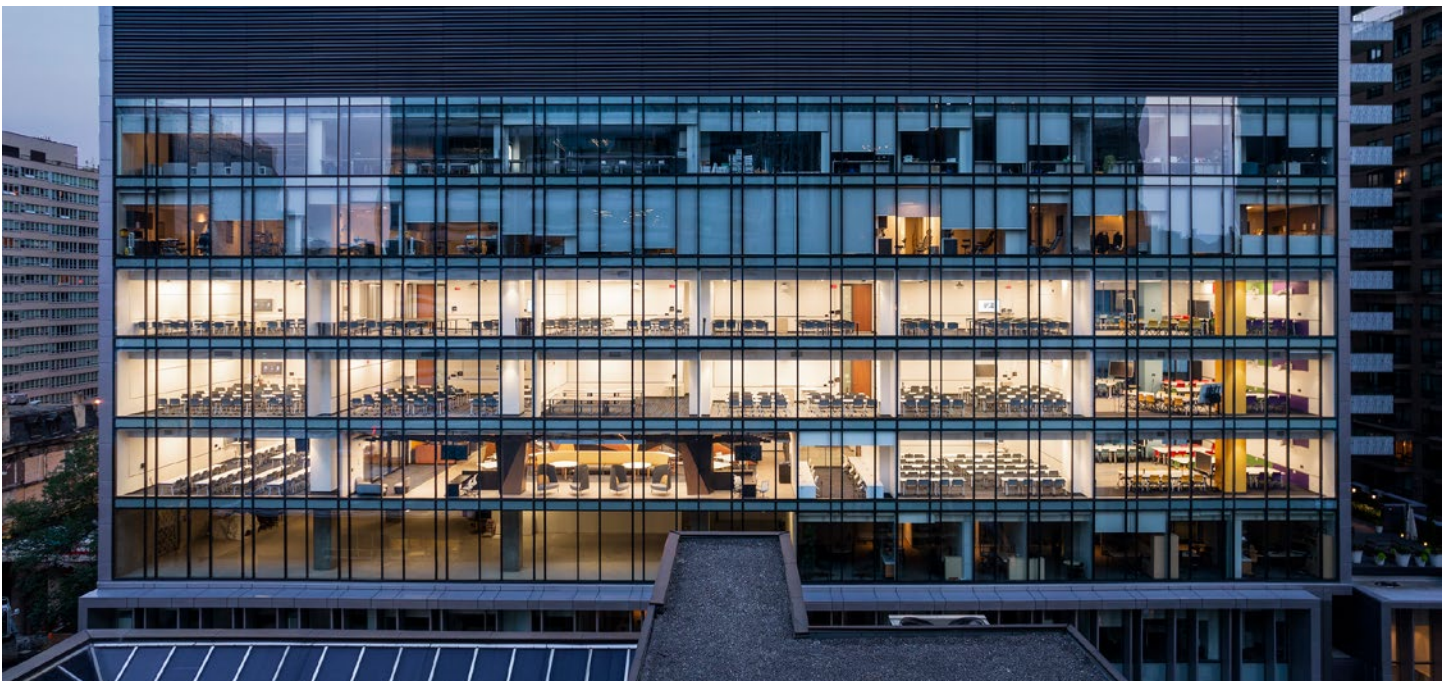
### **Designated Group: Racialized People**

- The highest percentage of racialized people is found in the 05: Supervisors at 27.3%.
- The lowest percentage (excluding 0.0%) of racialized people/visible minorities is found in the EEOG 09: Skilled Crafts and Trades Workers at 12.5%
- 0.0% percentage of racialized people is found in the following EEOGs:
  - » 06: Supervisors: Crafts & Trades
  - » 12: Semi-Skilled Manual Workers
  - » 14: Other Manual Workers

### **Designated Group: Persons with Disabilities**

- The highest percentage of persons with disabilities is found in the EEOG 05: Supervisors at 9.1%
- The lowest percentage (excluding 0.0%) of persons with disabilities is found in the 02: Middle and Other Managers and 10: Clerical Personnel, both with 1.7%
- 0.0% percentage of persons with disabilities is found in the following EEOGs:
  - » 01: Senior Managers
  - » 06: Supervisors: Crafts & Trades
  - » 08: Skilled Sales and Service Personnel
  - » 09: Skilled Crafts and Trades Workers
  - » 11: Intermediate Sales and Service Personnel
  - » 12: Semi-Skilled Manual Workers
  - » 13: Other Sales and Service Personnel
  - » 14: Other Manual Workers
- This is indicative of a severe underrepresentation of Persons with Disabilities throughout Humber.

Humber urgently needs to focus on the recruitment, advancement and retention of employees who self-identify as the following designated groups: Indigenous Peoples and Persons with Disabilities.



## Analyzing the Representation Data for Women from an Intersectional Lens

Intersectional data on the representation of employees who identify as Indigenous Peoples and/or members of more than one equity-deserving group provides critical insights into compounding factors that perpetuate marginalization among designated groups. This data enables Humber to consider implications for Employment Equity priorities and strategies, including ensuring diversity of new hires that are women. Earlier in the report, disaggregated data was provided for new full-time hires who self-identified as Women using intersectional identity data. The data highlighted the representation data of new hires who self-identified as Women and a member of one additional designated group.

**Table 8 - Intersectional representation data of full-time employees who self-identified as Women as of December 31, 2022:**

<b>EEOG</b>	<b>All Employees</b>	<b>Indigenous Peoples</b>	<b>Persons with Disabilities</b>	<b>Racialized Persons</b>
Senior Managers	Total: 12 Women: 6	Total: 0 Women: 0	Total: 0 Women: 0	Total: Less than 5 Women: Less than 5
Middle and Other Managers	Total: 289 Women: 130	Total: Less than 5 Women: Less than 5	Total: 5 Women: Less than 5	Total: 49 Women: 36
Professionals	Total: 1083 Women: 351	Total: 10 Women: 8	Total: 32 Women: 17	Total: 184 Women: 99
Semi-Professionals and Technicians	Total: 187 Women: 38	Total: Less than 5 Women: Less than 5	Total: 10 Women: Less than 5	Total: 29 Women: 11
Supervisors	Total: 11 Women: 16	Total: 0 Women: 0	Total: Less than 5 Women: Less than 5	Total: Less than 5 Women: Less than 5
Supervisors: Crafts & Trades	Total: Less than 5 Women: Less than 5	Total: 0 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0
Administrative and Senior Clerical Personnel	Total: 336 Women: 158	Total: Less than 5 Women: Less than 5	Total: 9 Women: 6	Total: 78 Women: 57
Skilled Sales and Service Personnel	Total: Less than 5 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: Less than 5 Women: 0
Skilled Crafts and Trades Workers	Total: 8 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: Less than 5 Women: 0
Clerical Personnel	Total: 60 Women: 17	Total: 0 Women: 0	Total: Less than 5 Women: 0	Total: 16 Women: 9
Intermediate Sales and Service Personnel	Total: 34 Women: 13	Total: 0 Women: 0	Total: 0 Women: 0	Total: 7 Women: Less than 5
Semi-Skilled Manual Workers	Total: Less than 5 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0
Other Sales and Service Personnel	Total: 11 Women: Less than 5	Total: 0 Women: 0	Total: 0 Women: 0	Total: Less than 5 Women: 0
Other Manual Workers	Total: Less than 5 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0
Unclassified Jobs	Total: 1460 Women: 155	Total: 6 Women: Less than 5	Total: 15 Women: Less than 5	Total: 82 Women: 49
Total Number of Employees	Total: 3501 Women: 877	Total: 23 Women: 15	Total: 73 Women: 33	Total: 454 Women: 269

Note: As per Employment Equity regulations and to protect employees' confidentiality, if the total number of employees who self-identify as Indigenous Peoples and/or a member of an equity-deserving group is less than five, it is denoted as "Less than 5" in the disaggregated data above.



The above representation data analyzed from an intersectional lens shows that out of 877 employees who self-identify as Women:

- 15, or 1.7% self-identify as Women and Indigenous Peoples
- 33 or 3.8% of the employees self-identify as Women and Persons with Disabilities
- 296 or 30.1% of the employees identify as Women and Racialized Persons

Similar to the 2020 and 2021 Employment Equity Reports, while Women overall are well represented in leadership and professional roles at Humber, the disaggregated representation data shows that Humber needs to focus on the recruitment, advancement and retention of employees who self-identify as Women from the following designated groups: Indigenous Peoples and Persons with Disabilities.



## Full-Time Faculty Demographic Data

In May 2019, the Academic Division transitioned from Schools to Faculties. The faculty role is assigned NOC 4021 - College and other vocational instructors. NOC 4021 is part of the Employment Equity Occupational Group: 03 – Professionals.

This report includes a specific focus on fulltime and non-fulltime faculty in response to requests from the Humber community. Humber is aware that it is of importance for its diverse student body to see themselves in their faculty.

Tables 9 and 10 shows the representation data based on fulltime faculty members' self-identification on the Employment EEQ as of December 31, 2022 and December 31, 2021.

Table 11 shows the representation data based on all active and inactive non-fulltime faculty members' self-identification on the EEQ who were employed at Humber during the 2022 calendar year.

**Table 9 - Representation data based on fulltime faculty members' self-identification on the EEQ as of December 31, 2022:**

Faculty	EEQ Response Rate	# of FT Academic Employees	Women	Indigenous Persons	Persons with Disabilities	Racialized Persons
Faculty of Liberal Arts and Sciences	80%	134	56 (42%)	Less than 5 (Less than 5%)	6 (4%)	27 (20%)
Faculty of Applied Sciences and Technology	59%	111	13 (12%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	15 (15%)
Longo Faculty of Business	74%	140	45 (32%)	0 (0%)	5 (4%)	26 (19%)
Faculty of Media and Creative Arts	63%	122	34 (28%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	7 (6%)
Faculty of Social and Community Services	55%	56	19 (34%)	0 (0%)	5 (9%)	8 (14%)
Faculty of Health Sciences and Wellness	55%	56	19 (34%)	0 (0%)	5 (9%)	8 (14%)

Notes: Percentages are stated in terms of # or 'Yes' responses / # of Employees

As per Employment Equity regulations and to protect employees' confidentiality, if the total number of faculty members who self-identify as a member of a designated group is less than five (5), it is denoted as "Less than 5" in the disaggregated data.

**Table 10 - Representation data based on fulltime faculty members' self-identification on the EEQ as of December 31, 2021:**

Faculty	EEQ Response Rate	# of FT Academic Employees	Women	Indigenous Persons	Persons with Disabilities	Racialized Persons
Faculty of Liberal Arts and Sciences	81%	135	57 (42%)	Less than 5 (Less than 5%)	6 (4%)	27 (20%)
Faculty of Applied Sciences and Technology	62%	110	12 (11%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	14 (13%)
Longo Faculty of Business	78%	139	48 (35%)	0 (0%)	5 (4%)	26 (19%)
Faculty of Health Sciences and Wellness	70%	110	57 (52%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	15 (14%)
Faculty of Media and Creative Arts	66%	119	34 (29%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	7 (6%)
Faculty of Social and Community Services	1	56	22 (39%)	0 (0%)	5 (9%)	9 (16%)

Notes: Percentages are stated in terms of # or 'Yes' responses / # of Employees

As per Employment Equity regulations and to protect employees' confidentiality, if the total number of faculty members who self-identify as a member of a designated group is less than five (5), it is denoted as "Less than 5" in the disaggregated data.

**Table 11 - Representation data based on all active and inactive non-fulltime (NFT) faculty member<sup>12</sup>s for the 2022 calendar year:**

Faculty	EEQ Response Rate	# of FT Academic Employees	Women	Indigenous Persons	Persons with Disabilities	Racialized Persons
Faculty of Liberal Arts and Sciences	11%	47	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	0 (0%)	Less than 5 (Less than 5%)
Faculty of Applied Sciences and Technology	13%	53	Less than 5 (8%)	0 (0%)	Less than 5 (Less than 5%)	Less than 5 (6%)
Longo Faculty of Business	12%	52	Less than 5 (8%)	0 (0%)	0 (0%)	Less than 5 (Less than 5%)
Faculty of Health Sciences and Wellness	15%	107	13 (12%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)
Faculty of Media and Creative Arts	16%	152	11 (7%)	0 (0%)	Less than 5 (Less than 5%)	9 (6%)
Faculty of Social and Community Services	17%	30	Less than 5 (10%)	0 (0%)	0 (0%)	Less than 5 (10%)

Notes: Percentages are stated in terms of # or 'Yes' responses / # of Employees

As per Employment Equity regulations and to protect employees' confidentiality, if the total number of faculty members who self-identify as a member of a designated group is less than five (5), it is denoted as "Less than 5" in the disaggregated data.

12 Based on non-full-time self-identification on the EEQ

## Gender Diversity and Sexual Orientation Demographic Data

In addition to the questions pertaining to the four (4) designated groups, Humber includes questions on two (2) additional identities, Gender Diversity and Sexual Orientation, in the EEQ. Prior to August 2019, Gender Diversity and Sexual Orientation demographic data was not captured in the existing Human Resources Information System (HRIS) and as such Humber had no fulsome way to report this data.

**Table 12 - Gender Diversity**

This table shows the representation rates of fulltime and non-fulltime employees from 2019 to 2022 who self-identified their Gender Identity in the EEQ:

Year	Women	Men	Non-binary	Gender Queer	Trans	Decline to Answer
2022	877	569	Less than 5	7	Less than 5	8
2021	1203	791	Less than 5	5	Less than 5	7
2020	1146	751	Less than 5	Less than 5	Less than 5	6
2019	1081	761	Less than 5	Less than 5	Less than 5	6

**Table 13 - Sexual Orientation**

This table shows the representation rates of full-time and non-full-time employees who on 2019 to 2022 self-identified their Sexual Orientation in the EEQ:

Year	Lesbian	Gay	Bisexual	Queer	Two-Spirit	Heterosexual	Decline to Answer
2022	7	24	24	17	Less than 5	255	22
2021	9	25	18	12	Less than 5	233	21
2020	5	18	12	5	Less than 5	177	14
2019	5	16	8	5	Less than 5	138	17

Based on the total number of employees at Humber, representation of diverse gender identities and sexual orientations continues to be an area for improvement for Humber with respect to enhancing communications on the EEQ and the importance for employees to voluntarily self-identify their gender identity and sexual orientation. Additionally, the data shows a need to focus on the recruitment, advancement and retention of individuals from diverse gender identities and sexual orientations.

## Conclusion

The Centre for Human Rights, Equity & Inclusion continues to engage the Humber community in a robust and rigorous Employment Equity Program. The Employee Systems Review has provided recommendations for how Humber can continue to move forward with this work. It has also provided recommendations of evidence-based initiatives and strategies that Humber can undertake to remove employment barriers, increase representation and create an equitable work environment for all employees. As a result of this ESR and this report, an employment equity plan will be created, establishing short- and long-term numerical goals.



The 2022 Employment Equity Report reveals that there is still work to be done relating to the underrepresentation of Indigenous Peoples and equity-deserving groups in the Humber workforce since the last three reporting periods. There is also a need for increased completion of the EEQ to ensure data is as accurate as possible. Accurate data will facilitate targeted, meaningful strategy to address gaps.

Employment and Social Development Canada (ESDC), a government of Canada's employment equity regulatory agency, establishes the reasonable progress compliance requirement for employment equity employers in this way: "the employer has made reasonable progress when it meets its short-term goals by 80 percent or more..." ESDC also requires that employers demonstrate reasonable efforts to achieve reasonable progress. Humber meets the reasonable efforts compliance standard when it establishes and enforces accountability mechanisms to ensure that its short-term goals are met. The measurements include:

1. Indications of ongoing senior level support for its EDI program
2. Adequate resources (financial and human) are devoted to ensuring goal attainment
3. A strategy put in place to ensure a barrier-free workplace
4. Initiatives undertaken to increase representation and to remove barriers to inclusion.

In July 2021, the Government of Canada launched a Task Force to conduct a review of the Employment Equity Act (Source: [Government of Canada](#)). According to the Employment Equity Act Review Task Force, they studied and engaged on the following four areas:

1. Defining equity groups – How to modernize and define *EEA* designated groups
2. Better supporting equity groups – How to better support equity groups protected under the *EEA*
3. Improving accountability, compliance and enforcement – How to improve accountability, compliance, enforcement for employment equity; and
4. Improving public reporting – How to improve public reporting for employment equity (Source: [Government of Canada](#))

This review of the *EEA* is welcomed. It has been over 35 years since the legislation was introduced in Canada and the Act was long overdue for an update, including ongoing calls for the identification of the 2SLGBTQ+ community as a designated group. The Task Force is scheduled to release their Employment Equity Act Review Consultation report in spring 2023.

The journey ahead will require commitment, resources, time and the courage to enable meaningful institutional and culture change. Let us continue to be bold and work together to build a more equitable and inclusive Humber community where everyone belongs.

## Appendix 1: Employment Equity Occupational Groups

The Employment Equity Regulations identify 14 Employment Equity Occupational Groups (EEOG).

Employment Equity Occupational Groups (EEOGs)	Definition of EEOG	Examples of Positions at Humber
01: Senior Managers	Senior Managers are employees who hold the most senior positions in the organization. They are responsible for the organization's policies and strategic planning, and for directing and controlling the functions of the organization.	President, Vice-President
02: Middle and Other Managers	Middle and Other Managers receive instructions from senior managers and administer the organization's policies and operations through subordinate managers or employees	Director, Manager
03: Professionals	Professionals usually need either a university degree or prolonged formal training and often must be members of a professional organization.	Professor, Counsellor
04: Semi-Professionals and Technicians	Workers in these occupations must possess knowledge equivalent to about two years of postsecondary education, offered in many technical institutions and community colleges, and often have further specialized on-the-job training. They may have highly developed technical and/or artistic skills.	Alternative Media Technician, Digital Media Technician
05: Supervisors	Non-management first-line coordinators of workers in administrative, clerical, sales and service fields	Site Supervisor, Supervisor Digital Solutions
06: Supervisors: Crafts & Trades	Non-management first-line coordinators of workers in manufacturing, processing, trades and primary industry occupations. They supervise skilled crafts and trades workers, semi-skilled manual workers and/or other manual workers.	Production Supervisor
07: Administrative and Senior Clerical Personnel	Workers in these occupations carry out and coordinate administrative procedures and administrative services primarily in an office environment, or perform clerical work of a senior nature.	Administrative Coordinator, Executive Assistant
08: Skilled Sales and Service Personnel	Highly skilled workers engaged wholly or primarily in selling or in providing personal service. These workers have a thorough and comprehensive knowledge of the processes involved in their work and usually has received an extensive period of training involving some postsecondary education, part or all of an apprenticeship, or the equivalent on-the-job training and work experience.	Buyer
09: Skilled Crafts and Trades Workers	Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeypersons who have received an extensive period of training.	Electricians, Plumbers
10: Clerical Personnel	Workers performing clerical work, other than senior clerical work.	Administrative Assistant, Program Assistant
11: Intermediate Sales and Service Personnel	Workers engaged wholly or primarily in selling or in providing personal service who perform duties that may require from a few months up to two years of on-the-job training, training courses, or specific work experience.	Retail Operations Assistant
12: Semi-Skilled Manual Workers	Manual workers who perform duties that usually require a few months of specific vocational on-the-job training.	Mover/Installer
13: Other Sales and Service Personnel	Workers in sales and service jobs that generally require only a few days or no on-the-job training.	Residence Housekeeper
14: Other Manual Workers	Workers in jobs which generally require only a few days or no on-the-job training.	Groundskeeper

A full listing of the NOC codes that are grouped into each EEOG can be found at: <https://laws-lois.justice.gc.ca/eng/regulations/SOR-96-470/page-5.html>