



2023 Employment Equity Report

Submitted by the Office of Human Rights &
Harassment





Executive Summary

Humber continues to participate voluntarily in the federal Employment Equity program. Amongst the equity-deserving groups, Humber has full representation of women, though the data shows there is room for increased focus on women from equity-deserving groups. Compared to Canada-wide availability, Humber is also over full representation of racialized people (33.8% of full-time employees self-identified as racialized versus 23.8% Canada-wide availability). However, when considering the availability of racialized people in Toronto specifically (48.8%), there is an opportunity to improve representation for this equity-deserving group.

There remains a critical need to prioritize the recruitment, advancement, and retention of employees who self-identify as Indigenous Peoples and Persons with Disabilities. The People(s) & Culture and Inclusion & Belonging departments continue to collaborate on initiatives to address this equity need.

This year, in addition to data relating to employees' sexual orientation and gender identity and in line with the Employment Equity Act Review Task Force Recommendations, we are reporting data on self-identified Black employees across the Education Equal Opportunity Groups.

Ongoing projects with HR Systems and HR Business Intelligence to enhance completion rates of the Employment Equity Questionnaire (EEQ). Increased completion will result in more accurate data, enabling targeted strategies to address gaps.

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

- Humber College Strategic Plan: 2018-2023

“We are often told that diversity is a fact, and inclusion is a choice. In Canada, there is more and it is crucial: equity is the law. ... Canada has an opportunity to lead by cultivating a legacy of equitable inclusion in flourishing workplaces where we all belong.”

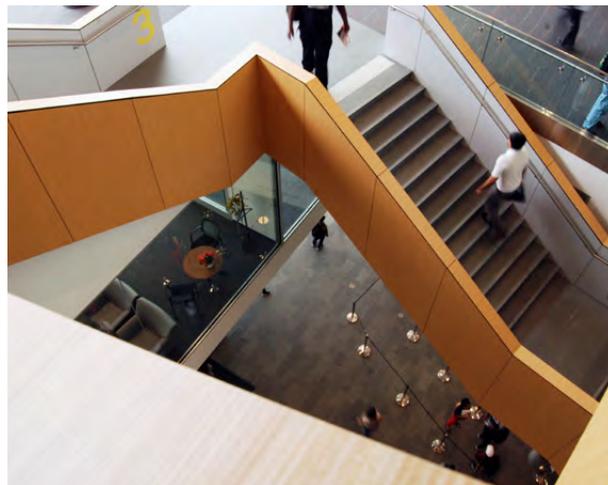
- Adelle Blackett, Professor of Law and Canada Research Chair in Transnational Labour Law at McGill University and Employment Equity Task Force Chair, 2023

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, 2023 to December 31, 2023.

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 employees is 38.5%. Within the Academic division, it is 61%, and the completion rate is 54% among full-time employees. All employees, not only those that are full-time, are encouraged to complete the EEQ. Additional details can be found on the Office of Human Rights & Harassment’s website.

Humber keeps its workforce data current by allowing employees to change previously submitted information. Humber updates its data to reflect new data from the above, employee hires, and terminations.





Key Terms

DIVERSITY: Refers to the different social, cultural and political identities of individuals and their worldviews, knowledge, 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, and Racialized Persons. Humber also includes Persons with 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 foster 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.¹ Other dimensions of diverse identities, such as disaggregated race, sexual orientation and gender identity are not yet 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 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 its workforce's four employment equity groups against availability benchmarks set by the Labour Program at Employment and Social Development Canada (ESDC).

¹ Note: Humber has chosen to use these terms versus the outdated terms found in the current 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 of data on Persons with Disabilities is sometimes small at the EEOG level and becomes less reliable. For this reason, EEOG values are suppressed at the provincial level, and no data are made available at the NOC level or 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, specifically Indigenous Peoples and people with disabilities, 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 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 Employment Systems Review (ESR) and Resources

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).²



The ESR examined each employment system - recruitment, selection, hiring, training and development, promotion, retention and termination, reasonable accommodation, corporate culture, and attitudes -as part of this analytical review process. The ESR is not a Human Resources audit.

A working group comprising relevant departments across Inclusion & Belonging and People(s) and Culture has been established and is continuing work on the recommendations.

The Office of Human Rights & Harassment is also launching the following resources:

- [Employment Equity Guide](#)
- [Departmental Employment Equity Plan Template](#)

Proposed Changes to the to the *Employment Equity Act*

As of December 2023, changes have been proposed to the Federal Employment Equity Act to include Black and LGBTQ people among groups facing systemic workplace barriers.

Since 2019, Humber has included questions on 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.

When employees answer the Employment Equity Questionnaire about identity as a racialized person, they have the option to further identify. As such, we are able to provide some data relating to Black employees.

The information relating to Gender Diversity, Sexual Orientation, and Black employees can be found in Tables 11 through 14.

Note: Until we have federal data available, we cannot determine what full representation is for these identities, and the available data can only be used to compare year-over-year data internally to Humber.



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 and restricted only to duly authorized personnel³. They can update their employment equity information if there is a change in their employment equity status.

Workforce Composition

On December 31, 2023, there were 1938 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 from 2018 to 2023.

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 2023:

Year	# of Full-time employees ⁴	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
2023	1938	58.7% ⁵	1.3% ⁶	5.3% ⁷	33.9% ⁸
2022	1883	58.9%	1.75%	5.5%	26.9%
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, 2023:

Designated Group	Representation #	External Availability #	Gap #
Women	693 (54.1%)	669 (56.6%)	24
Indigenous Peoples	14 (1.3%)	28(2.6%)	-14
Persons with Disabilities	58 (5.3%)	93(8.5%)	-35
Racialized Persons	374 (33.8%)	266(23.8%)	108

Notes: the external availability numbers used here represent Canada-wide availability. For most, that number is similar for Toronto specifically. However, it is notable that Toronto has 48.8% general availability for racialized people vs 23.8% Canada-wide.⁹ This should be considered when considering the availability gap in the chart above.

4 As of December 31 of that year

5 1182 full-time employees answered this question on the EEQ, 693 identified as a women

6 1088 full-time employees answered this question on the EEQ, 14 said identified as Indigenous

7 109 1full-time employees answered this question on the EEQ, 58 identified as a person with a disability

8 1104 full-time employees answered this question on the EEQ, 374 identify as racialized person

9 <https://www.canada.ca/content/dam/canada/employment-social-development/corporate/portfolio/labour/programs/employment-equity/2016-employment-equity-en.pdf>

Hires and Terminations Data Analysis

Shares of Hires

The hiring data for the years 2018 to 2023 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 3 - Representation rates for the full-time new hires¹⁰ for the years 2018 to 2023:

Year	Total Number of Employees Hired	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
2023	245	Total: 39	Total: 1 Women: 0	Total: 3 Women: 2	Total: 41 Women: 35
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 2023.

Table 4 - Total Number of Voluntary and Involuntary Terminations¹¹ for the years of 2018 to 2023:

Year	Total Number of Voluntary and Involuntary Terminations	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
2023	32	12	0	1	4
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.

Analysis

The data shows that there were 32 total voluntary and involuntary terminations in 2023. Unlike in previous years, there was not a greater percentage of voluntary and involuntary terminations of employees who self-identify as women compared to men. Overall, there was a significantly lower number of terminations in 2023 than in the past three years.

¹⁰ based on employees' self-identification via the EEQ

¹¹ based on employees' self-identification via the EEQ

Distribution of Full-Time Employees across Employment Equity Occupational Groups

Table 5 - Distribution of Humber's full-time employees among all 14 EEOGs as of December 31, 2023:

Employment Equity Occupational Groups (EEOGs)	Total Number of Full-Time Employees in the EEOG (n=1938) ¹²	Percentage of Full-Time Employees in the EEOG
01: Senior Managers	14	0.7%
02: Middle and Other Managers	306	15.8%
03: Professionals	1055	54.4%
04: Semi-Professionals and Technicians	145	7.5%
05: Supervisors	8	0.6%
06: Supervisors: Crafts & Trades	1	0.05%
07: Administrative and Senior Clerical Personnel	305	15.7%
08: Skilled Sales and Service Personnel	2	0.1%
09: Skilled Crafts and Trades Workers	5	0.3%
10: Clerical Personnel	52	2.7%
11: Intermediate Sales and Service Personnel	30	1.5%
12: Semi-Skilled Manual Workers	4	0.2%
13: Other Sales and Service Personnel	11	0.6%
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 2022 and 2021.

¹² 40 Full-time employees have jobs that are listed as "Unclassified Job" and are therefore not captured in this table



Internal Distribution of Employees¹³ by Designated Groups and EEOGs in 2023

Table 6- Distribution of Employees (2023) by Designated Groups and EEOGs:

Employment Equity Occupational Groups (EEOGs)	All employees ¹⁴	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
01: Senior Managers	14	50.0%	7.1%	7.1%	7.1%
02: Middle and Other Managers	306	42.8%	0.3%	16.7%	1.3%
03: Professionals	1055	28.8%	0.9%	18.4%	3.2%
04: Semi-Professionals and Technicians	145	26.9%	0.7%	16.6%	6.2%
05: Supervisors	8	62.5%	0.0%	37.5%	12.5%
06: Supervisors: Crafts & Trades	1	0.0%	0.0%	0.0%	0.0%
07: Administrative and Senior Clerical Personnel	305	47.5%	0.66%	23.9%	2.3%
08: Skilled Sales and Service Personnel	2	0.0%	0.0%	50%	0.0%
09: Skilled Crafts and Trades Workers	5	0.0%	0.0%	20%	0.0%
10: Clerical Personnel	52	30.8%	0.0%	36.5%	1.9%
11: Intermediate Sales and Service Personnel	30	36.7%	0.0%	16.7%	3.33%
12: Semi-Skilled Manual Workers	4	0.0%	0.0%	0.0%	0.0%
13: Other Sales and Service Personnel	11	18.2%	0.0%	9.1%	0.0%
14: Other Manual Workers	4	0%	0%	0%	0%

¹³ Note: non-full-time employees are not captured here. Many of those employees have unclassified jobs, such as student employees, temporary part-time support positions, etc.

¹⁴ Total 1938 full-time employees.

Analysis

To achieve full representation, numerical goals must be 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.

Designated Group: Women

- The highest percentages of women at 62.5%, 50% and 47.5% are found in the EEOGs 05: Supervisors, 01: Senior Managers, and 07: Administrative and Senior Clerical Personnel respectively.
- The lowest percentage (excluding 0.0%) of women is found in the EEOG 13: Other Sales and Service Personnel at 18.2%
- 0.0% percentage is found in the following EEOGs
 - » 06: Supervisors: Crafts & Trades
 - » 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 percentages of Indigenous Persons is found in the EEOG 01: Senior Leadership at 7.1%¹⁵ and Professionals at 0.9%
- The lowest percentage (excluding 0.0%) of Indigenous Persons is found in the 02: Middle and Other Managers 0.3%
- 0.0% percentage of Indigenous Persons is found in the following EEOGS:
 - » 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.

15 Note total the number of employees in this EEOG

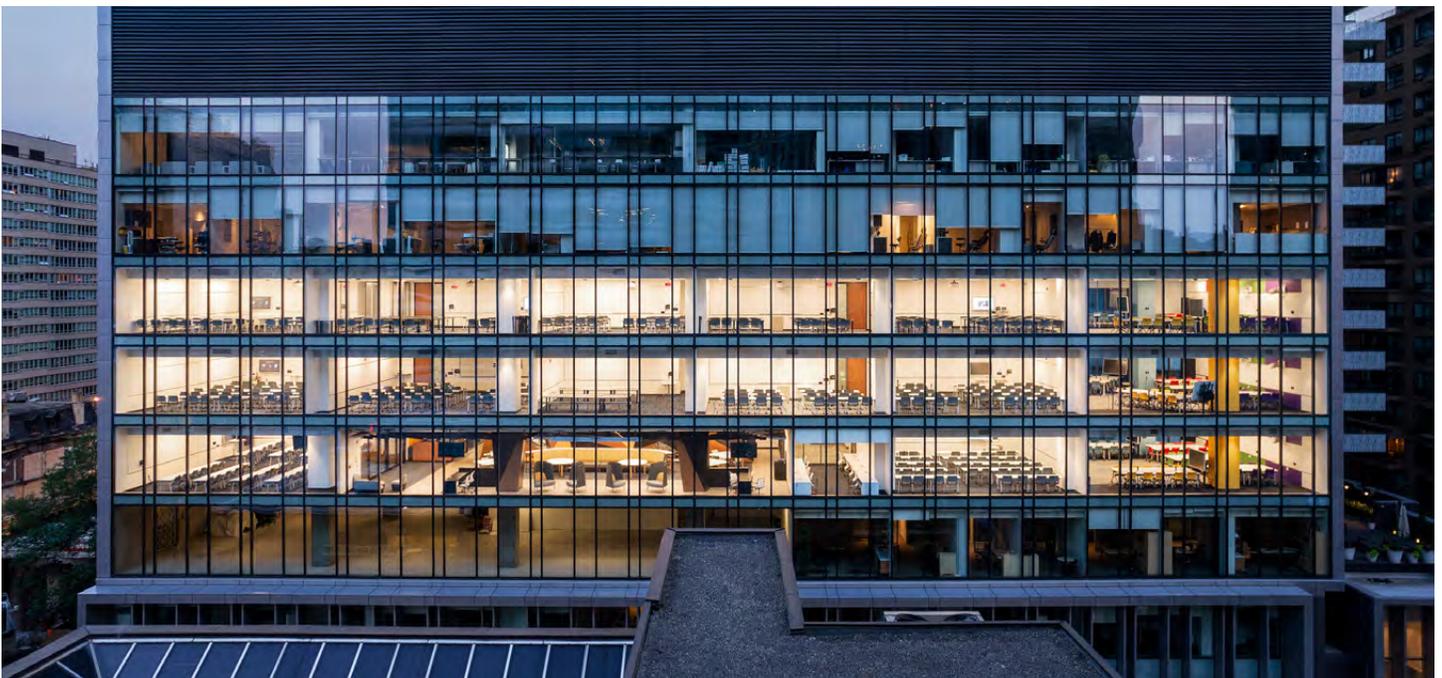
Designated Group: Racialized People

- The highest percentage of racialized people is found in the 05: Supervisors at 37.5%.
- The lowest percentage (excluding 0.0%) of racialized people is found in the EEOG 01: Senior Leadership at 7.1%
- 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 12.5%¹⁶
- The lowest percentage (excluding 0.0%) of persons with disabilities is found in the 02: Middle and Other Managers with 1.3%
- 0.0% percentage of persons with disabilities is found in the following EEOGs:
 - » 06: Supervisors: Crafts & Trades
 - » 08: Skilled Sales and Service Personnel
 - » 09: Skilled Crafts and Trades Workers
 - » 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.



16 Note total the number of employees in this EEOG

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 perpetuating 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 below shows the representation data of those who self-identified as women and members of one additional designated group.

Table 7 - Intersectional representation data of full-time employees who self-identified as Women as of December 31, 2023

EEOG	All Employees	Indigenous Peoples	Persons with Disabilities	Racialized Persons
Senior Mangers	Total: 14 Women: 7	Total: Less than 5 Women: 0	Total: Less than 5 Women: Less than 5	Total: Less than 5 Women: Less than 5
Middle and Other Managers	Total: 306 Women: 131	Total: Less than 5 Women: Less than 5	Total: 5 Women: Less than 5	Total:51 Women: 39
Professionals	Total: 1055 Women: 304	Total: 9 Women: 6	Total: 33 Women: 16	Total: 194 Women: 99
Semi-Professionals and Technicians	Total: 145 Women: 39	Total: Less than 5 Women: Less than 5	Total: 9 Women: Less than 5	Total: 24 Women: 11
Supervisors	Total: 8 Women: 5	Total: Less than 5 Women: 0	Total: Less than 5 Women: Less than 5	Total: 0 Women: Less than 5
Supervisors: Crafts & Trades	Total: Less than 5 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0
Administrative and Senior Clerical Personnel	Total: 305 Women: 145	Total: Less than 5 Women: Less than 5	Total: 72 Women: Less than 5	Total: 73 Women: 48
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: 5 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: Less than 5 Women: 0
Clerical Personnel	Total: 52 Women: 16	Total: 0 Women: 0	Total: Less than 5 Women: Less than 5	Total: 16 Women: 12
Intermediate Sales and Service Personnel	Total: 30 Women: 11	Total: 0 Women: 0	Total: Less than 5 Women: Less than 5	Total: 5 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: 0 Women: 0
Other Manual Workers	Total: Less than 5 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0	Total: 0 Women: 0

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 the full-time employees who self-identify as Women:

- 11 or 1.6% of the employees self-identify as Women and Indigenous Peoples
- 28 or 3.9% of the employees self-identify as Women and Persons with Disabilities
- 222 or 31.3% of the employees identify as Women and Racialized Persons

Similar to the 2021 and 2022 Employment Equity Reports, while Women overall are well represented in leadership and professional roles at Humber, the above-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 specifically focuses on full-time and non-full-time faculty in response to requests from the Humber community. Humber is aware that it is important for its diverse student body to see themselves in their faculty.

Tables 8 and 9 show the representation data based on full-time faculty members' self-identification on the Employment EEQ as of December 31, 2023 and December 31, 2022.

Table 11 shows the representation data based on the self-identification of all non-fulltime faculty members on the EEQ who were employed at Humber during the 2023 calendar year.

Table 8 - Representation data based on full-time faculty members' self-identification on the EEQ as of December 31, 2023:

Faculty	# of FT Employees	EEQ Response Rate	Women	Indigenous Persons	Persons with Disabilities	Racialized Persons
Faculty of Liberal Arts and Sciences	163	78%	55 (40%)	Less than 5 (Less than 5%)	7 (5%)	32 (23%)
Faculty of Applied Sciences and Technology	141	53%	8 (8%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	13 (14%)
Faculty Of Health Sciences and Wellness	213	64%	51 (45%)	Less than 5 (Less than 5%)	6 (5%)	16 (14%)
Faculty of Media and Creative Arts	193	54%	33 (26%)	0 (0%)	Less than 5 (Less than 5%)	10 (8%)
Faculty of Social and Community Services	78	50%	19 (35%)	0 (0%)	5 (9%)	9 (17%)
Longo Faculty of Business	208	70%	45 (40%)	0 (0%)	5 (4%)	28 (19%)

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 9 - Representation data based on full-time faculty members' self-identification on the EEQ as of December 31, 2023:

Faculty	# of FT Academic Employees	EEQ Response Rate	Women	Indigenous Persons	Persons with Disabilities	Racialized Persons
Faculty of Liberal Arts and Sciences	134	80%	56 (42%)	Less than 5 (Less than 5%)	6 (4%)	27 (20%)
Faculty of Applied Sciences and Technology	111	59%	13 (12%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	15 (15%)
Faculty Of Health Sciences and Wellness	107	65%	53 (50%)	Less than 5 (Less than 5%)	5 (5%)	15 (14%)
Faculty of Media and Creative Arts	122	63%	34 (28%)	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	7 (6%)
Faculty of Social and Community Services	56	55%	19 (34%)	0 (0%)	5 (9%)	8 (14%)
Longo Faculty of Business	140	74%	45 (32%)	0 (0%)	5 (4%)	26 (19%)

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 all active and inactive non-full-time (NFT) faculty members¹⁷ for the 2023 calendar year:

Faculty	# of NFT Academic Employees	EEQ Response Rate	Women	Indigenous Persons	Persons with Disabilities	Racialized Persons
Faculty of Liberal Arts and Sciences	56	11%	Less than 5 (Less than 5%)	Less than 5 (Less than 5%)	0 (0%)	Less than 5 (10%)
Faculty of Applied Sciences and Technology	62	15%	5 (8%)	0 (0%)	Less than 5 (Less than 5%)	5 (8%)
Faculty Of Health Sciences and Wellness	1121	21%	21 (17%)	Less than 5 (Less than 5%)	5 (4%)	9 (7%)
Faculty of Media and Creative Arts	175	13%	9 (5%)	0 (0%)	Less than 5 (Less than 5%)	9 (5%)
Faculty of Social and Community Services	29	21%	5 (17%)	0 (0%)	0 (0%)	Less than 5 (Less than 5%)
Longo Faculty of Business	59	14%	Less than 5 (7%)	0 (0%)	0 (0%)	Less than 5 (Less than 5%)

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.

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

Gender Diversity and Sexual Orientation Demographic Data

Table 11 - Gender Identity

This table shows the representation rates of full-time and non-full-time employees from 2019 to 2023 who self-identified their Gender Identity in the EEQ:

Year	Women	Men	Non-binary	Gender Queer	Trans	Other	Decline to Answer
2023	865	565	Less than 5	9	Less than 5	6	10
2022	877	569	Less than 5	7	Less than 5	NA	8
2021	1203	791	Less than 5	5	Less than 5	NA	7
2020	1146	751	Less than 5	Less than 5	Less than 5	NA	6
2019	1081	761	Less than 5	Less than 5	Less than 5	NA	6

Table 12 - Sexual Orientation

This table shows the representation rates of full-time and non-full-time employees who, from 2019 to 2023, self-identified their Sexual Orientation in the EEQ:

Year	Lesbian	Gay	Bisexual	Queer	Two-Spirit	Heterosexual	Decline to Answer
2023	9	24	37	21	Less than 5	287	34
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

Table 13- EEOC Distribution for Gender Diversity and Sexual Orientation amongst full-time employees as of December 31, 2023:

EEOG	Gender Identity other than woman or man	Sexual Orientation other than heterosexual
Senior Managers	0	0
Middle and Other Managers	Less than 5	9
Professionals	5	16
Semi-Professionals and Technicians	Less than 5	6
Supervisors	0	0
Supervisors: Crafts & Trades	0	0
Administrative and Senior Clerical Personnel	Less than 5	8
Skilled Sales and Service Personnel	0	0
Skilled Crafts and Trades Workers	0	0
Clerical Personnel	0	Less than 5
Intermediate Sales and Service Personnel	0	0
Semi-Skilled Manual Workers	0	0
Other Sales and Service Personnel	0	0
Other Manual Workers	0	0

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. The Office of Human Rights & Harassment meets with the 2SLGBTQ+ Employee Resource Group annually to discuss the EEQ.

Additionally, the data shows that there is likely a need to focus on recruiting, advancing and retaining individuals from diverse gender identities and sexual orientations.

Black Employees Demographic Data

Table 14- EEOC Distribution for Black full-time employees as of December 31, 2023:

EEOG	Black full-time employees
Senior Managers	0
Middle and Other Managers	8
Professionals	23
Semi-Professionals and Technicians	Less than 5
Supervisors	0
Supervisors: Crafts & Trades	0
Administrative and Senior Clerical Personnel	14
Skilled Sales and Service Personnel	0
Skilled Crafts and Trades Workers	0
Clerical Personnel	0
Intermediate Sales and Service Personnel	0
Semi-Skilled Manual Workers	0
Other Sales and Service Personnel	0
Other Manual Workers	0

The total number of all employees who self-identified as Black was 69, and the total number of full-time employees was 48. Based on the total number of employees at Humber, the representation of Black employees is likely an area for improvement for Humber with respect to enhancing communications on the EEQ and the importance of employees voluntarily self-identifying. The Office of Human Rights & Harassment meets with the Black/African Employee Resource Group annually to discuss the EEQ.

Additionally, the data shows that there is likely a need to focus on recruiting, advancing and retaining Black employees

Conclusion

The Office of Human Rights & Harassment continues to engage the Humber community in a robust and rigorous Employment Equity Program. The Employee Systems Review has provided recommendations that continue to guide Humber in progressing with this work. Creating the Inclusion & Belonging department is also a significant step forward for all matters relating to equity at Humber.

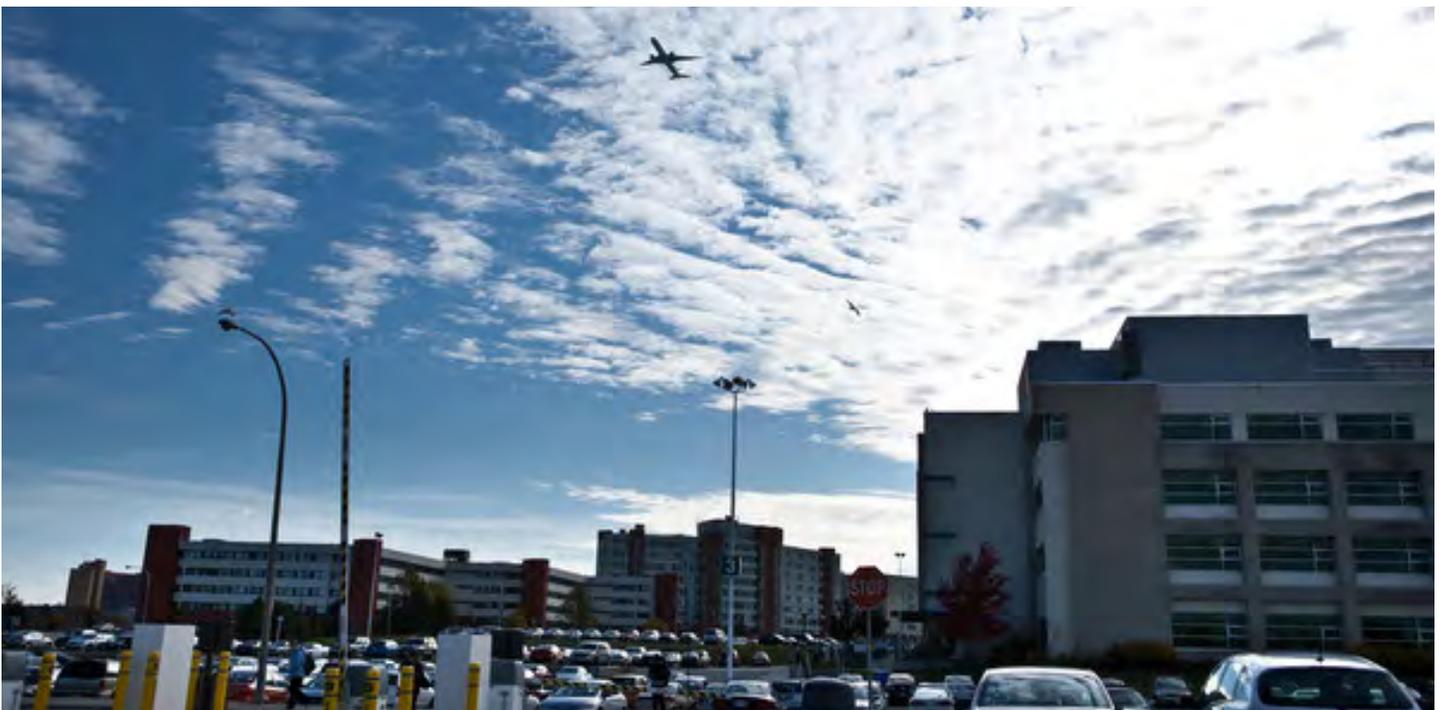
However, the 2023 Employment Equity Report reveals that there is still work to be done relating to the underrepresentation of Indigenous Peoples and equity-deserving groups in the Humber workforce, specifically Indigenous Peoples and People with Disabilities.

Ongoing projects with HR Systems and HR Business Intelligence in the coming year will help increase completion rates. Increased completion of the EEQ will ensure data is as accurate as possible. Accurate data will facilitate targeted, meaningful strategies to address gaps. The coming year will also likely see the implementation of the Employment Equity Act review which studied and engaged on the following four areas:

1. Defining equity groups – How to modernize and define the *Act*-designated groups
2. Better supporting equity groups – How to better support equity groups protected under the *Act*
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 Employment Equity Act 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 and Black people designated groups.

The journey ahead requires renewed commitment, resources, time, and innovation across the College to employment equity and meaningful institutional and cultural 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>