



2020

Employment Equity Report

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

2020 Employment Equity Report

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KEY TERMS

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+.

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.



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](#))

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 college community are recognized as valued contributors. Inclusion is intrinsically connected to wellbeing and enriches innovation, sustainability and excellence in curricula, research, programs and services.



INTRODUCTION

Continue to build a diverse and inclusive community of exceptional students, faculty and staff. - Humber College Strategic Plan: 2018-2023

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 of full-time employees for the calendar year of January 1, 2020 to December 31, 2020.

HUMBER'S EMPLOYMENT EQUITY PROGRAM

The *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. 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 representation 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).



MORE ABOUT 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 UNDERREPRESENTATION - THE GAP

The Workforce Analysis tables show the patterns of underrepresentation of the employment equity groups. These patterns are the results of Humber's corporate culture, employment policies and practices and employment decisions made 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.



CONCENTRATION AND CLUSTERING

Other measures of employment equity are concentration and clustering. The Canadian Human Rights Commission (CHRC) does not require employers to explain this in their employment equity analysis. However, in this Report we identify those occupations in which the internal representation of employment equity groups exceeds their external availability. The greater the positive gap number, the greater is the degree of overrepresentation. A high degree of overrepresentation can be described as 'clustering' or 'concentration'. Concentration of employment equity groups, in low paying jobs or in specialist roles is sometimes interpreted as measures of inequity. Similarly, their overrepresentation in temporary or contract positions, i.e. precarious employment, can be a measure of inequity.



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.

The Employment Systems Review (ESR) will provide reasonable explanations for the gaps and enables the employer to develop qualitative goals, i.e. evidence-based strategies and initiatives to remove employment barriers, change corporate culture and increase the representation of employment equity group talent in its workforce. The 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 an Human Resources audit.



THE PURPOSE OF AN EMPLOYMENT SYSTEMS REVIEW 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).

(Source: Step 2-2 Conducting an Employment Systems Review - <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>)

YOU SHOULD KNOW...

After completing the ESR, Humber will have accomplished the following:

- identified all human resources systems, policies and practices, both formal and informal, within the organization;
- assessed each of these systems, policies and practices to determine whether they negatively affect members of a designated group for which gaps in representation were identified and, if so, assessed each one against a set of factors to identify barriers;
- determined whether any of these barriers are valid requirements and, if they are, what accommodations may be possible to mitigate any negative effects;
- considered and potentially made recommendations for removing barriers, complete with timeframes for their removal, and assigned a manager to be responsible for this;
- provided education and training on conducting an ESR to key stakeholders;
- designed a process for reviewing new policies and practices in the future; and
- written a summary report of your employment systems review that will guide the creation of the employment equity plan.

(Source: Step 2-2 Conducting an Employment Systems Review - <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>)



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.



EMPLOYMENT EQUITY WORKFORCE ANALYSIS – THE OVERVIEW:

Data were collected using Humber's voluntary, confidential self-identification Employment Equity Questionnaire. Employees are aware that access to their employment equity information is confidential, restricted only to duly authorized personnel 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 ensures that reliability of its employment equity database when it achieves and maintains, at a minimum, an 80 percent questionnaire return and response rate. 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. The College updates its database to reflect new data stemming from the above and from employee hires and terminations.

Workforce Composition

On December 31, 2020, there were 1717 active full-time employees at Humber across the three employment statuses - Faculty, Support and Administrative staff. Table 1 shows the representation data based on full-time employees' voluntary self-identification on the EEQ on December 31, 2018, December 31, 2019 and December 31, 2020. It is important to note that some Indigenous Peoples and individuals from equity-deserving groups are less likely to complete the EEQ.



Table 1

Representation data of full-time employees for the years of 2018, 2019 and 2020:

Year	Full-time Employees	Women	Indigenous Peoples	Persons with Disabilities	Racialized Persons
December 31, 2020	1717	1028 (59.9%)	13 (0.8%)	53 (3.1%)	323 (18.8%)
December 31, 2019	1643	959 (58.4%)	12 (0.7%)	55 (3.4%)	316 (19.2%)
December 31, 2018	1633	940 (57.6%)	12 (0.7%)	47 (2.9%)	327 (20.0%)

Note: The total may not equal the sum of components due to rounding and individuals may identify belonging to more than one equity-deserving group.



Table 2

Representation data of full-time employees, external availability and gap number as of December 31, 2020:

Designated Group	Representation #	External Availability #	Gap #
Women	1028 (59.9%)	977 (57%)	51
Indigenous Peoples	13 (0.8%)	44 (2.6%)	-31
Persons with Disabilities	53 (3.1%)	146 (8.6%)	-93
Racialized Persons	323 (18.8%)	410 (23.9%)	-87

Women is the only employment equity group whose internal representation overall exceeds their external availability. For the other employment equity groups, their representation in the Humber College workforce is less than external availability.

Distribution of Full-Time Employees Across Employment Equity Occupational Groups

Here is the distribution of employees among all 14 Employment Equity Occupational Groups (EEOGs)

01: Senior Managers	0.5%
02: Middle and Other Managers	14.5%
03: Professionals	54.3%
04: Semi-Professionals	8.3%
05: Supervisors	0.7%
06: Supervisors: Crafts & Trades	0.1%
07: Administrative and Senior Clerical	15.1%
08: Skilled Sales and Service	0.1%
09: Skilled Crafts and Trades Workers	0.4%
10: Clerical Personnel	3.4%
11: Intermediate Sales and Service	1.7%
12: Semi-Skilled Manual Workers	0.2%
13: Other Sales and Service Personnel	0.5%
14: Other Manual Workers	0.2%

The distribution by EEOG remained similar to 2019.



HIRES AND TERMINATIONS DATA ANALYSIS

Shares of Hires

The hiring data between January 1, 2020 and December 31, 2020 was reviewed based on new full-time employees' self-identification on the Employment Equity Questionnaire. Indigenous Peoples and equity-deserving 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.

Here are the shares of hires by employment equity group:

Women:

- 72.2% of new hires self-identified as women. This exceeds their 57.0% availability. The difference is +15.2%.

Indigenous Peoples:

- 2.8% of new hires self-identified as Indigenous Peoples. This is slightly above their 2.6% availability. The difference is +0.2%.

Persons with Disabilities:

- 5.6% of new hires self-identified as Persons with Disabilities. Persons with Disabilities were hired below their overall 8.6% availability. The difference is: -3.0%.

Racialized Persons:

- 8.3% of new hires self-identified as Racialized Persons. Racialized Persons were hired below their availability of 23.9%. This difference is: -15.6%.

Hiring below availability perpetuates underrepresentation. To achieve a representative workforce, Humber must hire at minimum at external availability. The workforce data analysis shows:

1. There is a marked and measurable hiring bias that favors women who were hired at 15.2% above their labour market availability.
2. All other designated groups were hired at or below availability.

This calls attention to the need for Humber to examine its sourcing and talent acquisition systems and practices and to hold hiring managers and recruiters accountable ensuring a diverse candidate pool.



Shares of Terminations

Terminations, voluntary and involuntary, are one of the measures of retention and employee engagement. We establish whether the termination rate of designated groups is disproportionate by comparing it with their internal representation in the organization or in the EEOG.

Overall terminations are higher from EEOG: 03 - Professionals, the most populated occupational group, that accounted for 47.4% of all terminations. Terminations from EEOG: 02 - Middle and Other Managers were 22.3% of all terminations followed by EEOG: 07 - Administrative and Senior Clerical Personnel that accounted for 20% of all terminations.

Women

- Women accounted for 47.4% of all terminations. However, their termination rate is 3.5% which is very low in relation to their internal representation.

Indigenous Peoples

- Indigenous Peoples accounted for 2.6% of all terminations. Their termination rate is 16.7% when compared to their internal representation of 0.8%.

Persons with Disabilities

- Persons with Disabilities accounted for 9.2% of all terminations. Their termination rate is 13.2% which is greater than internal representation.

Racialized Persons

- Racialized Persons accounted for 25.0% of all terminations. Their termination rate is 5.9% which is less than internal representation.

While a review of two year's data is insufficient to determine a trend, we note that other than for Women, hires for the other employment equity groups were lower than their availability. Terminations for Women and Racialized Persons were significantly below their representation whereas with Indigenous Peoples and Persons with Disabilities this was significantly higher than their representation. This was similar in 2019 except for Persons with Disabilities where the termination rate in 2019 was below their representation.



EMPLOYMENT EQUITY DATA ANALYSIS FOR INDIGENOUS PEOPLES AND THE EQUITY-DESERVING GROUPS

Employment Equity Data Analysis for the Equity-Deserving Group: **Women:**

Overall Women make up **59.9%** (n=1028) of the Humber College workforce. This is greater than their external availability of **57.0%**. Women are underrepresented in 6 of the 14 EEOGs.

Table 3

This table provides an overview of the employment equity status of women in the Humber College workforce. It lists the EEOGs in which women are underrepresented and where their representation is below 50%, the gap number and the severity ratio. What then follows is a further underrepresentation analysis in which we apply the filters of size, severity and prevalence. As mentioned earlier, severity is 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.

EEOG#	EEOG	Gap #	Severity Ratio
13	Other Sales & Service Personnel	-3	25.0%
12	Semi-Skilled Manual Workers	-1	0.0%
14	Other Manual Workers	-1	0.0%



Significance of Underrepresentation

Size: Only in 1 of the 3 EEOGs in which Women are underrepresented does the gap equal to or exceed -3.

Severity: The severity is high in all the EEOGs shown above in which the gaps exist.

Prevalence: Prevalence of underrepresentation is low. Where representation is less than 50% women are only underrepresented in 3 of 14 occupational groups.

Women are well represented in leadership and professional knowledge worker roles. Whereas as we see in Table 3, their underrepresentation is in semi-skilled and low skilled occupational groups. What is more, these EEOGs only represent 0.5% of the workforce. Therefore, efforts to diversify the workforce are better allocated to the other employment equity groups where the severity and prevalence of underrepresentation are significantly higher.

The degree to which members of designated groups are in positions of authority and decision making is a measure of inclusion. The representation of Women is greater than the availability. At 59.9%, their representation exceeds their availability of 57.0%. They are dominant in the senior, middle management and professional roles and in key positions in these occupational groups. In Senior Management they represent 55.6% of the staff and in Middle Management 63.9% of the staff are women. Although 26.6% of women are clerical and customer service/ inside sales roles, women have significant representation in knowledge worker roles in EEOG: 03 - Professionals and EEOG: 04 - Semi-Professionals and Technicians. 56.6% are in these roles. We bring attention to the need to ensure diversity of Women in the organization.

In Table 4, we address intersectionality and disaggregate the representation of women by race, disability status and Indigenous identity across three (3) EEOGs where Women are most represented. We note the lack of diversity.



Table 4

The following table shows the intersectional representation data of full-time employees who self-identified as Women across three (3) Employment Equity Occupational Groups:

EEOG	NOC	All Employees	Women			
			All Women	Racialized Women	Indigenous Women	Women with Disabilities
Senior Managers	Senior Managers	9	5	Less than 5	0	0
	Middle & Other Managers	Financial Manager	12	9	Less than 5	0
	Human Resource Managers	13	10	Less than 5	0	Less than 5
	Administrative Managers	22	18	Less than 5	0	0
	IT Managers	21	14	Less than 5	0	0
	Administrators	135	84	12	0	Less than 5
	Total EEOG: 02	249	159	26	0	Less than 5

Table continued →



EEOG	NOC	All Employees	Women			
			All Women	Racialized Women	Indigenous Women	Women with Disabilities
Professionals	Human Resources	35	26	10	0	Less than 5
	Advertising, Marketing & PR	15	11	Less than 5	0	0
	IT Professionals	73	23	Less than 5	0	0
	Educational Instructors & Counsellors	704	378	60	5	12
	Total EEOG: 03	932	515	94	5	15

Similar to the 2019 Employment Equity Report, while Women as a whole are well represented in leadership and professional roles at the College, the disaggregated representation data shows that the College needs to focus on the recruitment, advancement and retention of employees who self-identify as Women from the following employment equity groups: Indigenous Peoples, Persons with Disabilities and Racialized Persons.



Employment Equity Data Analysis for Indigenous Peoples

Overall Indigenous Peoples make up **0.8%** of the Humber College workforce (n=13). This is less than their external availability of **2.6%**. The overall gap number is -31, which is almost 2.5 times their current representation of 13.

Table 5

This table provides an overview of the employment equity status of Indigenous Peoples. It lists the EEOGs in which Indigenous Peoples are underrepresented, the gap number and the severity ratio. What then follows is a further underrepresentation analysis in which we apply the filters of size, severity and prevalence.

EEOG#	EEOG	Gap #	Severity Ratio
03	Professionals	-25	21.9%
02	Middle & Other Managers	-5	28.6%
07	Semi-Professionals & Technicians	-1	66.7%



Significance of Underrepresentation

Size: In 2 of 3 EEOGs in which Indigenous Peoples are underrepresented, gaps equal or exceed -3. The range is from -5 to -25.

Severity: Severity of underrepresentation is high. In all 3 EEOGs in which there is underrepresentation, the severity ratio ranges between 21.9% and 66.7%.

Prevalence: Prevalence of underrepresentation is moderate. While the Workforce Analysis only shows underrepresentation in 3 of the 14 occupational groups, Indigenous Peoples are only present in 4 of the EEOGs. The underrepresentation in the other EEOGs is 0 because of low external availability.

Indigenous Peoples are severely underrepresented at Humber College where the representation is 0.8% and the availability is 2.6%. Employment Equity requires that special emphasis be placed on hiring Indigenous Peoples at their availability rates.



Employment Equity Data Analysis for the Equity-Deserving Group: **Racialized Persons:**

Overall Racialized Persons account for **18.8%** (n=323) of the Humber College workforce. This is less than their external availability of **23.9%**.

Table 6

This table provides an overview of the employment equity status of Racialized Persons. It lists the EEOGs in which Racialized Persons are underrepresented, the gap number and the severity ratio. What then follows is a further underrepresentation analysis in which we apply the filters of size, severity and prevalence.

EEOG#	EEOG	Gap #	Severity Ratio
07	Admin & Sr. Clerical Personnel	-33	68.6%
04	Semi-Professionals & Technicians	-17	51.4%
10	Clerical Personnel	-16	48.4%
02	Middle & Other Managers	-10	77.3%
11	Inter. Sales & Service Personnel	-9	43.8%
13	Other Sales & Service Personnel	-4	20.0%
12	Semi-Skilled Manual Workers	-3	0.0%
14	Other Manual Workers	-2	0.0%
05	Supervisors	-2	66.7%



Significance of Underrepresentation

Size: In 7 of 14 EEOGs gaps equal or exceed -3. In terms of size therefore, the underrepresentation is significant.

Severity: In Middle Manager & Other Manager roles, where the severity ratio utilization rate is almost 80%, Racialized Persons are close to full representation. Notwithstanding, severity of underrepresentation is high. The severity ratio in 2 EEOGs is 0.0% and in 5 others, the ratio does not exceed 68.6%.

Prevalence: Prevalence of underrepresentation is high. Racialized Persons are underrepresented in 9 of 14 EEOGs.

Due to the size of the gaps, the Employment Systems Review will focus on the underrepresentation of Racialized Persons particularly in occupations where the size of the gaps is large.



Employment Equity Data Analysis for the Equity-Deserving Group: **Persons with Disabilities:**

Overall Persons with Disabilities account for **3.1%** (n=53) of the Humber College workforce. This is less than their external availability of **8.6%**. Persons with Disabilities are fully represented in none of the occupational groups.

Table 7

This table provides an overview of the employment equity status of Persons with Disabilities. It lists the EEOGs in which Persons with Disabilities are underrepresented, the gap number and the severity ratio. What then follows is a further underrepresentation analysis in which we apply the filters of size, severity and prevalence.

EEOG#	EEOG	Gap #	Severity Ratio
03	Admin & Sr. Clerical Personnel	-55	33.7%
07	Semi-Professionals & Technicians	-20	23.1%
01/02	Clerical Personnel	-7	46.2%
10	Middle & Other Managers	-3	40.0%
04	Inter. Sales & Service Personnel	-2	81.8%
05	Other Sales & Service Personnel	-2	33.3%
11	Inter. Sales & Service Personnel	-2	33.3%
09	Skilled Crafts & Trades Workers	-1	0.0%
13	Other Sales & Service Personnel	-1	0.0%



Significance of Underrepresentation

Size: In 4 of 13 EEOGs gaps equal or exceed -3. Although no Persons with Disabilities exist in 4 EEOGs, there availability is so low that the gap for these is 0. In terms of size filter, the underrepresentation is moderate except with Professionals and Senior Administrative groups where the number of employees who self-identify as Persons with Disabilities is very low and the gaps are large.

Severity: Severity is high in all EEOGs except EEOG: 04 - Semi-Professionals in which the severity exceeds 80%, i.e. almost full representation. In 2 of the 6 EEOGs the severity measure is 0.0%.

Prevalence: Prevalence of underrepresentation is severe with underrepresentation in 9 of the 14 EEOGs.

The Employment Systems Review will seek to explain the underrepresentation of employees with disabilities especially in the senior positions of management and professionals.



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 faculty in response to requests from the College. Humber is aware that it is of importance for its diverse student body to see themselves in their faculty.

Table 8

The following table shows the representation data based on full-time faculty members' self-identification on the Employment Equity Questionnaire (EEQ) as of December 31, 2020:



Faculty	No. of FT Academic Employees	EEQ Response Rate	Women	Persons with Disabilities	Racialized Persons	Indigenous Persons
Faculty of Liberal Arts and Sciences and Innovative Learning	129	86%	57 (44%)	7 (5%)	26 (20%)	Less than 5 (Less than 5%)
Faculty of Applied Sciences and Technology	107	68%	13 (12%)	Less than 5 (Less than 5%)	15 (14%)	Less than 5 (Less than 5%)
Faculty of Business	138	79%	49 (36%)	5 (4%)	25 (18%)	0 (0%)
Faculty of Health Sciences and Wellness	104	75%	59 (57%)	Less than 5 (Less than 5%)	14 (13%)	Less than 5 (Less than 5%)
Faculty of Media and Creative Arts	118	67%	34 (29%)	Less than 5 (Less than 5%)	7 (6%)	0 (0%)
Faculty of Social and Community Services	52	67%	22 (42%)	6 (12%)	8 (15%)	0 (0%)

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 above.

The Centre for Human Rights, Equity & Inclusion has shared the above representation data with the Senior Dean of each Faculty. Senior Deans continue to address the underrepresentation in their Faculties. The department of HROE will continue to work alongside each Faculty to support the increase in representation of Indigenous Peoples and individuals from equity-deserving groups.



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 Employment Equity Questionnaire. 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 the College had no fulsome way to report this data.

Table 9

Gender Diversity - this table shows the representation rates of full-time and non-full-time employees on December 31, 2019 and December 31, 2020 who self-identified their Gender Identity in the EEQ:

Year	Women	Men	Non-Binary	Gender Queer	Trans	Decline to Answer
December 31, 2020	1146	751	1	2	3	6
December 31, 2019	1081	761	1	3	4	6



Table 10

Sexual Orientation - this table shows the representation rates of full-time and non-full-time employees on December 31, 2019 and December 31, 2020 who self-identified their Sexual Orientation in the EEQ:

Year	Lesbian	Gay	Bisexual	Queer	Two-Spirited	Heterosexual	Decline to Answer
December 31, 2020	5	18	12	5	1	177	14
December 31, 2019	5	16	8	5	1	138	17

The Centre for Human Rights, Equity & Inclusion enhanced communications to the 2SLGBTQ+ community at the College. Based on the total number of employees at Humber, this continues to be an area for improvement for the College 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. The results of the 2021 Census will provide insights on the diversity of Gender Identities and Sexual Orientations in Canada and hopefully with time lead to external availability data for these equity-deserving groups.



IN SUMMARY

The 2020 Employment Equity Report reveals unchanged patterns of underrepresentation and exclusion faced by the employment equity groups in the Humber workforce since the last reporting period. The Centre for Human Rights, Equity & Inclusion will continue to increase awareness of Humber's Employment Equity Program and employment equity change initiatives and strategies undertaken by the College to address employment equity issues identified in the previous reporting period.

Our discussion of intersectionality and diversity and the hiring patterns of Women point to presenting issues that we recommend that Humber must address going forward. During the reporting period, 72.2% of new hires were Women whereas, the shares of hires of Indigenous People, Racialized Persons and Persons with Disabilities were at or below their labour market availability. The impact of the continuing exclusion is that these three employment equity groups are denied access to Humber workforce.



A WAY FORWARD

Keith Jeffers at Employment Equity Consulting offers the following recommendations for Humber College to continue to develop the requisite employment equity infrastructure to strengthen its employment equity, diversity and inclusion program. Here are recommended actions:

1. Keeping data up-to-date - Humber will keep its workforce data up-to-date by providing information on the Employment Equity Questionnaire to employees who request it, wish to change previously submitted information and to new employees. The College shall update its database to reflect new data stemming from the above and from employee hires, promotions and terminations. In order to comply with ESDC and CHRC requirements, Humber must also report on promotions.
2. Establish a corporate employment equity plan - The plan will meet ESDC and CHRC compliance requirements. Currently elements of the College's EDI infrastructure are in place and / or being planned. The collection of workforce information and the workforce analysis are in place and the ESR launched in Fall 2020.
3. Short Term and Long Term Numerical Goals - Because we have sufficient information to do so, we recommend that the College establish 3-year short term numerical goals for the hiring and promotion of the four employment equity groups in the EEOGs in which these groups are underrepresented as revealed by the workforce analysis based on the 2020 data.



REASONABLE PROGRESS. REASONABLE EFFORTS

In establishing the short term goals, Humber will establish accountability and reporting systems that drive goal attainment and hold managers accountable for achieving reasonable progress and demonstrating reasonable efforts to achieve these goals. 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 ensure 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.



THE EMPLOYMENT SYSTEMS REVIEW

The Employment Systems Review is an important illustration of an initiative that Humber has undertaken to increase representation and to build and maintain openness, accessibility and inclusion. The workforce analysis drives the ESR where the Consultants shall review formal/informal policies and practices, examine turnover and other transactional data related to the employment equity groups in order to determine the probable reasons for their underrepresentation. The ESR will identify evidence based initiatives and strategies that Humber will undertake to remove employment barriers, increase representation and create an equitable work environment for all employees.



APPENDIX ONE: EMPLOYMENT EQUITY OCCUPATIONAL GROUPS

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

Employment Equity Occupational Groups	Definition of EEOG	Examples of Positions at Humber College
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
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



Employment Equity Occupational Groups	Definition of EEOG	Examples of Positions at Humber College
Professionals	Professionals usually need either a university degree or prolonged formal training and often must be members of a professional organization.	Professor, Counsellor
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
Supervisors	Non-management first-line coordinators of workers in administrative, clerical, sales and service fields.	Site Supervisor, Supervisor Digital Solutions
Supervisors: Crafts and 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



Employment Equity Occupational Groups	Definition of EEOG	Examples of Positions at Humber College
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
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 post-secondary education, part or all of an apprenticeship, or the equivalent on-the-job training and work experience.	Buyer
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
Clerical Personnel	Workers performing clerical work, other than senior clerical work.	Administrative Assistant, Program Assistant



Employment Equity Occupational Groups	Definition of EEOG	Examples of Positions at Humber College
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
Semi-Skilled Manual Workers	Manual workers who perform duties that usually require a few months of specific vocational on-the-job training.	Mover/Installer
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
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>



For additional information on Humber's Employment Equity Program, please visit <http://www.hrs.humber.ca/human-rights-equity-diversity/employment-equity.html>