



McMaster University Employment Equity Plan

Department:

Background

In keeping with McMaster University’s Statement on Building an Inclusive Community with a Shared Purpose, we strive to embody the values of integrity, quality, inclusiveness and teamwork, and have a strong commitment to employment equity.

Employment Equity is defined as an ongoing process that identifies and eliminates barriers to an organization’s employment procedures and policies. It means establishing proactive employment practices to address systemic barriers to ensure appropriate representation of the federally designated group members throughout their workforce. We believe it is important for our workforce to reflect the diversity of our students and community. The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence.

Instructions

All academic and administration areas are required to complete an employment equity plan outlining their annual employment equity goals and implementation strategies, these include Administration, Research, Advancement, Student Affairs, Faculty of Science, Faculty of Health Sciences, Faculty of Engineering, Faculty of Humanities, Faculty of Social Sciences and the Faculty of Business.

Please fill out the sample template that can be customized to the extent necessary considering our area differences and making it easier to complete within your area.

General Overview

An employment equity plan identifies the policies, practices, procedures and initiatives intended to ensure full representation of all designated groups including women, Indigenous Peoples, Racialized Persons, Persons with Disabilities, LGBTQ+ and Trans Individuals within the respective area. The plan should outline the short-term and long-term goals, and measures to correct any under-representation of designated groups. The plan should also propose a practicable timeframe for the implementation of each of the measures identified and stated goals.

Employment Equity Census 2016 Data

	Women	Indigenous People	Racialized Persons (Visible Minorities)	Persons With Disabilities	LGBTQ	Trans	Immigrants	Total Population (Census Response Rate)
McMaster	61.93%	1.08%	10.18%	3.01%	2.12%	0.44%	N/A	43% (4,856 respondents)

1. Practices and Procedures

Provide details of practices and procedures you are planning to implement within the next 12 months that are essential to ensuring equitable workforce representation within your faculty/division:

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2. Workforce Demographics

Provide details of your approximate workforce demographics (planned or anticipated), within the next 12 months:

Number of New Hires	
Number of Leaves	
Number of Retirees	
Number of Promotions	
Number of Advancements	
Number of Career Growth Placements	

Additional Notes (if necessary)

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3. Employment Equity Goals

Outline short and long term goals for increasing the representation of federally designated group members, LGBTQ+ and Trans persons.

Short term goals (1-3 years):

Long term goals (more than 3 years):

4. Initiatives and Activities

Provide an outline of diversity, equity and inclusion initiatives (planned or anticipated) within the next 12 months

Specify implementation strategy and measures for reasonable accommodation

Initiative 1: _____

Timeframe: _____

Anticipated Cost & Budget

Implementation Strategy

Measures for Reasonable Accommodation

Constraints

Initiative 2: _____

Timeframe: _____

Anticipated Cost & Budget

Implementation Strategy

Measures for Reasonable Accommodation

Constraints

5. Consultations, Collaborations, and Partnerships

Provide details of outreach strategies to consult, collaborate and partner with federally designated group members, LGBTQ+ and Trans persons

More Information

If you have questions about completing the Employment Equity Plan, please contact:

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