“Diversity Counts” - Why the Employment Equity Census is so important

The census provides McMaster the opportunity to examine the richness of our workforce diversity, to identify any gaps in community representation, and to improve equitable employment practices.

The purpose of the census is three-fold:

1. Understanding the current compositional diversity of our workforce
2. Identifying and addressing our greatest gaps in community representation
3. Tracking our progress in achieving an equitable workplace

The census is a voluntary and confidential questionnaire comprising six brief demographic questions intended to provide a more complete understanding of the representation of the four groups designated by the Federal Government – women, Indigenous peoples (First Nations, Métis, and Inuit peoples), persons with disabilities, and members of racialized communities – as well as the representation of 2SLGBTQI+ employees.

Learn more about how the Employment Equity census data may be used for institutional reporting and analysis purposes below:

Last Updated: October 2021
Intended Use of Employment Equity Census Data

This information is provided for the purposes of transparency regarding the intended use of the employment equity census data, with the intent to facilitate informed consent by employees and encourage a higher completion rate.

Note: This is not an exhaustive list of initiatives, and some of these are Aspirational goals. However, many of these initiatives are very much in line with legislative requirements related to the Employment Equity Act in Canada. Although McMaster is not obligated to fulfill these requirements, we very much operate in the spirit of fulfilling these requirements.

1. Compositional Diversity
   - Know our current composition, i.e.
     - the total number of active employees at McMaster University, and the number of persons who are members of each designated group
     - the total number of active employees across various, Faculties, Departments, Units/Areas and employee groups as applicable, and the number of persons who are members of each designated group
     - Identify gaps in representation of active employees, in comparison with the Canadian Labour Market Availability
     - Measure periodic (Year-over-Year or as determined) changes in representation

2. Workforce Gap Analysis by Employment Equity Occupational Group (EEOG)
   - the occupational groups of employees and the degree of representation of persons who are members of each designated group in each occupational group

3. Salary Range Analysis
   - the salary ranges of its employees and the degree of representation of persons who are members of designated groups in each range and in each prescribed subdivision of the range and any other information in relation to the salary of its employees that may be prescribed; and

4. Employee Life-Cycle Events: Hires, Promotion, Retention, Attrition
   - the numbers of employees hired, promoted and terminated (including resignations, retirements and end of contracts), and the degree of representation, in those numbers, of persons who are members of each designated group

5. Targeted initiatives for Equity Deserving Groups (EDGs)
   - The various analyses undertaken as outlined above, will inform the planning/initiation and implementation/execution of initiatives intended to reduce or eliminate any barriers for under-represented groups.
Additional Employment Equity Initiatives

In addition, these analyses will inform evidence-based decision making on proactive measures to address underrepresentation of EDGs, as well as department/faculty/unit-specific initiatives for enabling a culture of inclusive excellence across various groups at McMaster. This could include but is not limited to, identification of Equity, Diversity and Inclusion (EDI) - related training opportunities, establishment of Employee Resource or Affinity Groups, targeted communication and initiatives, and so on.

In most cases, anonymized aggregate reports will be sufficient for planning these initiatives. One example is the recent Black Cohort Hire initiative. In some cases, depending on the particular equity gap being addressed at the time, individual level information will be shared - but only for the purposes of identifying employees specifically for these targeted initiatives, based on who has self-identified as belonging to the respective designated group.

An example of such a case could be a salary-adjustment initiative in recognition of the equity burden and additional level of community work under-taken by EDG employees. In such an instance, individual information will have to be identified and shared with the appropriate individuals as needed. However, this information will only be shared on a need-to-know basis, and will be kept in strictest confidence.

Under no other circumstances will the self-ID information be used to identify a specific individual without their express consent.

Important Notes

Census information is carefully protected and individual responses are not shared with Supervisors or Hiring Managers, unless otherwise stated for targeted initiatives intended to address specific gaps in representation as described above.

All personal information collected is handled in compliance with McMaster University's Statement on Collection of Personal Information and Protection of Privacy and the Freedom of Information and Protection of Privacy Act of Ontario (FIPPA).

You can update your employment equity census information at any time.

If you have any questions about the Census or would like additional information about McMaster’s Employment Equity program, please visit the Employment Equity website or contact May-Marie Duwai-Sowa, Employment Equity Specialist, Human Resources at duwaisom@mcmaster.ca or 905-525-9140 ext. 24395.