McMaster University

March 9, 2023

Dear McMaster Faculty and Staff,

McMaster University is a large institution with over 15,000 full-time and part-time employees, and remains committed to advancing equity, diversity, inclusion, and belonging in the workplace.

As you may be aware, McMaster's current Employment Equity Census was launched in 2016, with the subsequent release of 3 biennial employment equity census reports.

The three main reasons for the census include:
1. Understanding the current composition of our workforce;
2. Identifying our university's most significant areas of under-representation; and
3. Tracking our progress in achieving an equitable and representative workplace.

In recognition of McMaster's work and focus on employment equity, the university has been ranked one of Canada's best Diversity Employers once again in 2023, for the fifth (5th) consecutive year. McMaster also voluntarily complies with the Employment Equity Act.

In efforts to better understand the composition of our community and inform initiatives to further advance an inclusive employee experience, we are pleased to share that we are launching an initiative to enhance the current six (6)-question census to a more detailed "disaggregate" census that allows McMaster to further breakdown the demographic measures for additional nuanced analysis of our employment equity goals and outcomes.

The transition to collecting disaggregated data is a leading practice in advancing equity, inclusion, and belonging across an institution. It enables the institution to better understand employee experiences based on varying levels of intersectional identities that may otherwise be hidden. For example, we can move beyond the identity of a "*Racialized woman with a disability*" to a "*South Asian woman with an invisible disability*". The means to identify and analyze this additional level of detail will allow us to better understand these differential experiences and how we can enhance our policies, processes, and systems to achieve employment equity.

Census information is carefully protected and the data collected is reported in anonymized aggregate format to maintain the privacy of respondents. Individual responses are not shared with hiring managers or supervisors, and access is limited only to designated roles responsible for employment equity reporting.

Consultations are an important part of this institution-wide initiative that will impact all members of the McMaster community, and is aligned with the university's aspiration *"…to embed an inclusive approach that intentionally engages and respects a diversity of*

peoples, perspectives and ways of knowing in everything we do" as stated in Priority #1 – Inclusive Excellence, in the Institutional Priorities and Strategic Goals: 2021 - 2022.

The Employment Equity Team within Human Resources Services will launch community engagement sessions for senior leaders, key stakeholders, and McMaster faculty and staff, to learn more about the census questions, data collection and use of this information to support evidence-based decision making. Through facilitated discussions, we will provide further information about the launch of the disaggregate census initiative, and faculty and staff (including interim and student employees) will be invited to contribute to the design and implementation of the disaggregate census.

All faculty and staff are invited to register for **one** of the following facilitated sessions on any of the dates below:

Employee Group	Date and Time with Registration Links	Location
Faculty (Clinical Faculty and MUFA Faculty)	Thursday, March 30th – 1:00pm to 2:30pm – **REGISTER HERE** Thursday, April 6th – 10:00am to 11:30am – **REGISTER HERE** Thursday, April 6th – 2:30pm to 4:00pm – **REGISTER HERE**	In-Person (On-Campus) In-Person (On-Campus) Virtual (Zoom)
Staff (including Interim and Student Employees)	Monday, April 10th – 3:00pm to 4:30pm – **REGISTER HERE** Thursday, April 13th – 10:00am to 11:30am – **REGISTER HERE** Friday, April 21st – 1:00pm to 2:30pm – **REGISTER HERE**	In-Person (On-Campus) In-Person (On-Campus) Virtual (Zoom)

Note space is limited, so please be sure to register early! Further details will be provided upon registration.

All faculty and staff will have an opportunity to share any additional questions, comments, or concerns via an anonymous survey that will be provided following the sessions.

You may also contact **Ayo Osinowo**, Program Coordinator, Employment Equity via email at osinowa@mcmaster.ca.

Progress updates will be shared with key stakeholders and the broader McMaster community as needed, leading up to the anticipated completion timeframe of **late Summer/early Fall 2023**.

We thank you in advance for your participation in this important initiative and for your commitment in advancing inclusive excellence at McMaster University.

Learn More About McMaster's:

- [Employment Equity Program](#)
- [Employment Equity Census](#)
- [Employment Equity Census Statement of Collection](#)
- [Intended Use of the Census Data](#)
- [EDI Strategy – Toward's Inclusive Excellence](#)
- [Strategic Excellence and Equity in Recruitment and Retention (STEER/R) Program](#)