Federal Contractors Program: Background and Notes about the Data

The Federal Contractors Program was established in 1986 to further the goal of achieving workplace equity for designated groups who have historically experienced discrimination in employment. The four designated groups are racially visible persons, aboriginal persons, persons with a disability, and women.

Dalhousie University has been a member of the Federal Contractors Program (FCP) since 1987. The FCP requires employers who do business with the federal government to implement an employment equity program and to demonstrate compliance with a number of requirements. Failure to comply with FCP would result in Dalhousie’s ineligibility for contracts from the Federal Government. This would have a significant financial impact on Dalhousie. Dalhousie has been compliant to date.

The data presented in the accompanying presentation includes all faculty and staff who have an FTE of 30% or more, excluding clinical faculty, grant paid employees, and post-doctoral fellows.

A workforce analysis compares Dalhousie’s internal representation of employees in the four designated groups to benchmarks of labour market availability by occupation and recruitment area. Internal representation of women, racially visible persons and aboriginal persons is compared to labour market data from the National Household Survey (previously the Census of Canada), and representation of persons with a disability is compared to data from the Canadian Survey on Disability (previously the Participation and Activity Limitation Survey).

The 2011 National Household Survey was released in 2014, and was used as a comparator for Dalhousie’s 2014 internal representation of designated groups. Employee data between 2009 and 2013 was compared to the 2006 Census; data from 2006 to 2008 was compared to the 2001 Census; and 2002 data was compared to the 1996 Census. This time lag in comparator data means that Dalhousie is always comparing itself to somewhat dated statistics.

All positions at Dalhousie are assigned an occupational code from the National Occupational Code system. This coding system underwent a significant restructuring in 2014 which effects comparability of 2014 data to previous years.

Designated group data, with the exception of women, is based on self-identification. Self-reported data on staff is likely more representative of actual numbers than self-reports on faculty as more established procedures exist to collect this information. We know that individuals are more likely to self-identify at the recruitment stage than once they are employed, and so self-identification data collected as part of the academic recruitment process is included for comparison in the following analysis of designated group representation.

On Nov. 16, 2015, Dalhousie launched a Be Counted census campaign for all faculty, staff and students. The intent of the Census is to help create an accurate picture of our workplace which is critical to removing barriers to full and active participation and promoting inclusion on campus.
The last university-wide census was conducted in 2011. There was a low response rate, particularly among employees in the under 30% FTE group.

**Representation of Women (Graph 1)**

The number of women in faculty and staff positions at Dalhousie has experienced steady growth since 2002, increasing from 1257 in 2002 to 1624 in 2014, matching the increase in women’s labour market participation in Canada.

Among Dalhousie’s faculty, women have typically been fully represented in comparison to national availability. However, with the release of new labour market estimates from the National Household Survey (NHS) in 2014, labour market availability of female faculty exceeded internal representation resulting in a slight under representation for the first time since 2002.

**Representation of Racially Visible Persons (Graph 2 and Chart 1)**

The racially visible population in Canada has experienced rapid growth over the last several years, as demonstrated by the large increase in labour market availability of racially visible persons between 2002 and 2014.

Statistics Canada population projections to 2031 of the racially visible population in Canada suggests this segment of the population is much younger, growing at a faster rate, and therefore will comprise a larger share of the labour market relative to the non-racially visible population in the coming years.

The number of Dalhousie employees who self-reported as racially visible increased from 139 in 2002 to 193 in 2014. Growth in the number of racially visible employees has not kept pace with the increase in external labour markets, as illustrated by the widening gap between the expected and actual number of racially visible employees. A similar widening gap exists between the expected and actual number of faculty at Dalhousie who identify as racially visible.

A separate examination of Dalhousie’s academic recruitment data for the past 10 years demonstrates that our hire rates of racially visible faculty into career stream positions have matched availability of this group in the labour pool, (an average hire rate of 18.5% between 2002 and 2015 compared to 19.1% availability based on the 2011 NHS). While other data would need to be analyzed, such as hires into non-career stream positions and departure rates, this may suggest that the number of racially visible employees reported is not an accurate reflection of actual representation at Dalhousie.

**Representation of Aboriginal Persons (Graph 3, Chart 1)**

Similar to the rapid growth of racially visible persons in Canada, the number of aboriginal persons in the labour market has experienced significant growth over the past number of years, and this growth is expected to continue. The aboriginal population in Canada is much younger and growing at a much faster rate than the non-aboriginal population. Therefore, we can expect that aboriginal persons will make up an increasingly larger share of the labour market in years to come.

The number of employees at Dalhousie who self-identify as aboriginal has increased slightly from 18 in 2002 to 24 in 2014. This increase is substantially lower than the growth in labour market availability from 16.9 in 2002 to 62 in 2014.
Among Dalhousie’s faculty, the number who self-report as aboriginal has declined over the past several years. This, combined with increasing availability in the labour market, has contributed to a widening gap between the expected and actual number of aboriginal faculty members.

Similar to academic recruitment data for racially visible persons, Dalhousie has been hiring aboriginal faculty at or above labour market availability for the past several years. This may indicate that self-reports of aboriginal faculty are not representative of actual numbers.

**Representation of Persons with a Disability (Graph 4)**

The number of employees at Dalhousie who identify as having a disability increased slightly from 76 in 2002 to 81 in 2014. Different sampling methods of the Canadian Survey on Disability make detailed labour market availability estimates for persons with a disability less reliable than estimates for other designated groups. This comparative data should be used with caution.

Trends in faculty who report having a disability are similar to trends seen in the overall group of employees who identify as a person with a disability.

**Gaps in Representation by Occupational Group (Chart 2)**

Chart 2 is a visual representation of where gaps exist, and the significance of those gaps, in designated group representation by occupational group. We measure significant underrepresentation using the

While women are fully represented in most occupational groups at the University, gaps exist in some occupational groups. The most significant occur in senior management positions (President, Vice Presidents and Deans) and Semi-Professionals and Technicians (such as computer support positions, lab technologists and technicians, and graphic designers).

Racially visible persons at Dalhousie are fully represented in Semi-Professionals and Technicians, Clerical positions, and Supervisors of Sales and Service staff. Slight gaps in representation of racially visible persons occur in many occupational groups at Dalhousie. The largest are in Middle Managers (including Associate and Assistant Deans, and Academic Directors) and in our Professionals staff group. Just under 75% of the Professionals group is made up of faculty.

Relatively small gaps exist in aboriginal representation in many occupations at Dalhousie. The most significant gaps are found in the Professionals (including faculty), Semi-Professionals and Technicians, Administrative and Senior Clerical, and Other Sales/Service (cleaning and custodial staff) groups.

The largest gaps for persons with a disability are in the Professionals (including faculty), Clerical and Other Sales/Service occupations.