

Faculty of Health Professions **Employment Equity Plan**

January 2017

Who we Are

The **Faculty of Health Professions** is one of the largest Faculties at Dalhousie University. The following Schools, College, Program, Center, and Senate Approved Research Centres fall under the umbrella of the Faculty of Health Professions: Social Work, Health and Human Performance, Nursing, Occupational Therapy, Physiotherapy, Health Administration, Human Communication Disorders, Health Sciences, Pharmacy, the Clinical Vision Science Program, the Centre for Collaborative Clinical Learning and Research (shared with Medicine), the Healthy Populations Institute, the Resilience Research Centre, and the Centre for Transformative Nursing and Health Research.

The Faculty employs more than 200 faculty members, 80 staff members, and hundreds of part time faculty and staff. At any given time, the Faculty of Health Professions manages more than 1200 appointments. The Faculty has a large student body with over 3000 students enrolled in a large number of undergraduate and graduate programs that are highly competitive and sought after. The Faculty of Health Professions prepares students for a variety of careers in health care and social services.

Employment Equity Background

The President's commitment to diversity and inclusion is a priority for Dalhousie University and is well articulated in many strategic priorities around building our institutional capacities.

The Faculty of Health Professions is committed to ensuring a diverse, inclusive and respectful workplace and this has been a longstanding priority within this Faculty. Diversity and inclusion are embedded in the curricula of many of our programs. As future health care providers working with diverse populations, our students, staff and faculty are highly engaged and committed to ensuring all members of our global community are treated equally with respect and dignity.

The University has asked each Faculty or administrative unit to prepare an independent employment equity plan that would then align with the University's master employment equity plan.

As background, the University is a member of the Federal Contractors Program. This Program ensures those that do business with the federal government seek to achieve and maintain a workforce that represents the Canadian workforce including members of the four designated groups that are defined as women, racially visible people, aboriginal people, and persons with a disability.

Dalhousie's departments responsible for measuring analytics collected employment data and presented this data to the Dean and the Director of Human Resources in the fall of 2016. The data was organized by designated groups within various occupational categories. This was shared and discussed with our Management Advisory Committee, which is comprised of the Dean, Associate Deans and Directors/Assistant Deans. The consensus was that our Faculty is doing very well especially when compared to the University in general and is well on track to ensure our gaps in diversity are corrected through future hires. Our largest gap is in the Professional group, and for the purpose of the analytics survey the professional group was defined as DFA and other non-union faculty (less than 50%), DPMG, senior level NSGEU Local 77 staff. The group was -18.74 (people) under-represented, however, University Professors comprised the majority of that gap with -16.64 under-representation.

Faculty of Health Professions is committed to a plan where we will define our goals, both short term and long term, and create some employment equity initiatives. The University is looking for Faculties to include any planning initiatives we might have related to:

1. Employment of persons of African Nova Scotia descent
2. Employment of persons of Mi'kmaq heritage
3. Employment of persons with disabilities

Faculty of Health Professions Employment Equity Plan

The University currently supports diversity in academic recruitment through the application of various policies such as the Academic Recruitment and Selection Guidelines, Employment Equity Through Affirmative Action Policy, and Principles for Fair Consideration of Hiring of Designated Groups. Chairs of our hiring committees ensure compliance with the various policies and procedures by describing efforts made to include diversity among the committee membership, describing specific outreach efforts that will be undertaken to encourage applications from designated groups and including a rationale for excluding any designated group candidates, with a description of how the test of substantially better qualified has been met. The University has created the Dalhousie Diversity Faculty Awards Program, which increases the representation of designated groups among faculty by designating certain faculty positions to be filled only by members of underrepresented designated groups. It is hoped that a similar award will be created for staff.

The Faculty of Health Professions as part of its continuing initiatives to support a diverse, inclusive and respectful workplace will continue to improve efforts toward employment equity by furthering its commitment to:

- Having a Diversity and Inclusion committee for the Faculty.
- Improving our response rates to “Be Counted” by including an invitation in all our of appointment letters to complete the census.
- Reporting on diversity and inclusion in our Faculty Newsletter with an emphasis on education and awareness.
- Participating in educational forums to ensure all employees receive diversity education and training.
- Creating a communication plan to better support designated group hires.
- Engaging all faculty, staff and students in creating a warm and welcoming work and study environment through improved orientations and mentorships.
- Continuous removal of barriers for the (dis)abled.
- Restricted, diversity hires in both the faculty and staff groups.
- Preparation of stronger applications for Diversity Faculty Awards.
- Pursuing the recruitment of men as one of our gap areas in some of our Schools, including Nursing and Occupational Therapy that are predominately female-dominated schools. Although men are not included in the definition of designated group, they are considered the minority in many of our programs, which have historically been female, dominated.
- Pursuing LGBTQ for inclusion as a designated group status beyond the four groups identified in the FCP.
- Continuing to use multi-pronged educational approaches towards awareness of diversity and inclusion.
- Continuing to work with the University as a whole in closing employment gaps that exist beyond the Faculty of Health Professions.

Potential Hiring Opportunities over the Next Five Years

	FACULTY	STAFF
Currently 65 or older	13	3
Will reach 65 in the next three years	34	5
Will reach 65 within the next 5 years	49	7

Of course the above represents only those that may be in a position to retire over the next five years. With the abolishment of mandatory retirement, it’s difficult to predict what the actual hiring opportunities may look like. Also, this does not

include unknowns such as possible resignations, transfers, long term disabilities, etc.

Given the University's continuing budget reductions and precarious University financial position, it's not possible to commit to the replacement of every faculty and staff member over the next five years, however, the Faculty of Health Professions is committed, and will encourage each unit under the umbrella of FHP, to exploring restricted hires of under-represented designated groups, in both faculty and staff recruitment initiatives, when those hiring opportunities arise. Our collective goal over the next 3 to 5 years will be to hire from the designated groups whenever possible as our first choice option.

In addition to hiring designated group members whenever possible, we feel it is of equal importance to increase the number of training and networking activities that support an inclusive workplace. We would support coordinated, multiplatform programming for targeted events (example, initiatives surrounding Black History Month)

Faculty of Health Professions Continued Commitment

In summary, the Faculty of Health Professions is strongly committed to employment equity and enthusiastically supports positive engagement and initiatives within our workplace. Faculty of Health Professions will embrace the institutional goals and values set forth which support diversity and inclusion and will commit to increasing measures to attract, retain and support all employees who reflect the diversity of our larger society.

We recognize in order to achieve our vision of a increasing the diversity of our workforce that it is integral to highlight the importance of including a range of faces, voices, experiences and perspectives in our every day interactions.

Having a diverse workforce, including those in management positions, allows us to capture the aspirations of all groups that make up our social fabric. We are committed to ensuring that the value of diversity is understood and upheld.

Leadership, monitoring and accountability, recruitment, and learning and development will focus our employment equity initiatives over the next five years and beyond.

Approved by Management Advisory Committee, January 2017