

MEMO

Date: October 1, 2007

To: All University Employees

From: Dr. J. Colin Dodds, President

Re: Employment Equity Compliance Review Results

I am pleased to announce that Saint Mary's University has successfully completed its Employment Equity Compliance Review and has been found in compliance with the Federal Contractors Program.

In January 2006, I announced that Saint Mary's University was undergoing a compliance review subject to the Federal Contractors Program (FCP) by the Government of Canada. The purpose of the Compliance Review was to ensure completion of specific activities considered essential to the development and implementation of a successful Employment Equity (EE) Program. We now have an acceptable EE Plan which is designed to rectify any demographic imbalances identified within our workforce and specifically for the four designated groups (women, Aboriginal peoples, visible minorities and persons with disabilities).

Our review identified that members of certain designated groups were underrepresented in specific occupational groups. It is important to note that since the initial Workforce Analysis was submitted on April 25, 2006, additional Workforce Re-Surveys have been received and recorded in our Human Resources Department and reflected in the numerical and non-numerical goals of the Employment Equity Plan. As such, the representation of Aboriginal peoples, visible minorities and persons with disabilities has changed and benchmarked in the numerical goals. The representation changes are as follows:

Representation of Designated Groups in Saint Mary's Workforce and Comparison to Workforce Population (Age 15 years and over)					
	Men (545)	Women (558)	Aboriginal Peoples (9)	Visible Minorities (71)	Persons with Disabilities (30)
Saint Mary's (December 2006)	49.4	50.6	0.8	8.0	3.1
April 2006 Results	49.4	50.6	0.6	7.5	2.7
Halifax	51.1	48.9	1.0	5.6	Not avail.
Nova Scotia	52.5	47.5	1.6	2.9	6.9
Canada	49.1	50.9	3.3	13.4	5.1
Notes: Saint Mary's data are based on 2006 Workforce Survey Provincial/Federal Data Source: 2001 Census of Canada and the 2001 Participation and Activity Limitation Survey (PALS) Availability data used in this table are for all occupations.					

WOMEN: Overall, women make up 50.6% of the organization's workforce, which surpasses the weighted availability of 48.7%. Women are underrepresented (have gaps) in only one occupational group as indicated below:

EEOG	EEOG	-3 or more	20% or more	GAP %	Less than -3
04	Semi-Professionals and Techs	-8	34.78%	34.78%	N/A

ABORIGINAL PEOPLES: Aboriginal peoples make up 0.80% of the organization's workforce; this trails the weighted availability of 1.1%. Aboriginal peoples are underrepresented (have gaps) in two occupational groups as shown in the following table:

EEOG	EEOG	-3 or more	20% or more	GAP %	Less than -3
03	Professionals	-4	80%	80%	N/A
05	Supervisors	N/A	0%	0%	2

VISIBLE MINORITIES: Visible Minorities make up 8% of the organization's workforce; this trails the weighted availability of 10.4%. Visible minorities are underrepresented (have gaps) in one occupational group as shown in the following table:

EEOG	EEOG	-3 or more	20% or more	GAP %	Less than -3
03	Professionals	-21	30.4%	30.4%	N/A

PERSONS WITH DISABILITIES: Persons with Disabilities make up 3.1% of the organization's workforce; this trails the weighted availability of 4%. Persons with disabilities are underrepresented (have gaps) in two occupational groups as shown in the following table:

EEOG	EEOG	-3 or more	20% or more	GAP %	Less than -3
03	Professionals	-11	52.38%	52.38%	N/A
13	Other Sales and Service	N/A	0%	0%	5

Saint Mary's University now has an EE Plan that has set short and long term numerical and non-numerical goals to achieve a fair and representative workforce. We will monitor this Plan to ensure the level of commitment towards employment equity continues to be demonstrated by management. With your cooperation since our initial compliance review in 1997, the following positive policies have been put in place to help make our organization a better workplace for all employees:

- Policy on Prevention and Resolution of Harassment & Discrimination
- Violence in the Workplace: Prevention and Response

We would like to thank all of you for participating in the process. If you have questions, please contact Human Resources at 420.5564 or by e-mail at HR@smu.ca.

Thank you again for your support and co-operation.

Yours sincerely,

Dr. J. Colin Dodds
President