To: Faculty Members, Librarians, and Archivists in the QUFA Bargaining Unit

From: Dan Bradshaw, JCAA Co-Chair (University)
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Date: January 28, 2013

Subject: Employment Systems Review for Members of the Queen’s University Faculty Association (Final Report)

By following this link you will be directed to the Employment Systems Review for Members of the Queen’s University Faculty Association (Final Report) prepared by Helen J. Breslauer in January 2009.

This Report arose out of a Memorandum of Agreement between Queen’s and QUFA mandating that an Employment Systems Review (ESR) be undertaken and overseen by a joint committee. In May 2007 the Joint Committee on the Employment Systems Review retained the services of consultant Helen J. Breslauer to conduct an ESR and to Report her findings.

Following receipt of the Report the Joint Committee on the Employment Systems Review forwarded the Report to the Joint Committee on the Administration of the Agreement (JCAA) for consideration. With the exception of the period of time in 2011 during which the parties were engaged in collective bargaining, the JCAA’s consideration of the Report has been ongoing. The following is a summary of those considerations:

1. As the passage of time since the receipt of the Report would suggest, the JCAA’s consideration of the Report has been challenging. This has been due to the large number of recommendations, the varying degree to which recommendations properly fell within the purview of the JCAA, and the need for the JCAA to communicate with a number of groups working on equity issues at Queen’s.

2. A number of recommendations in the Report have now been addressed directly and/or have led to other actions. These include:
- The inclusion of sexual orientation and gender identity in self-identification forms for applicants for faculty positions, and in the ICOUNT Queen’s Census.
- Enhancements to Appendix O of the Collective Agreement regarding “Aboriginal Participation in RTP/RCAP Committees” particularly with regard to the clarification of the role of the Aboriginal participant on such Committees.
- A change in the reporting relationship of the Equity Services and Human Rights Offices, so that those Offices now report to the Provost with a “dotted line” relationship to the Vice-Principal (Finance and Administration).
- The process of Equity Office Compliance Reporting to the JCAA has been streamlined.
- The revised Collective Agreement Article 24.2.1 indicates that administrators with “recommendary” or decision-making roles are now required to take equity training.

3. Of equal importance, there are a number of initiatives that have already or shortly will be implemented that are intended to address equity and diversity issues at Queen’s. Even if not directly recommended in the Report, these are nevertheless consistent with those recommendations and include:

- The implementation of annual Human Rights initiative Awards (2012): [http://www.queensu.ca/humanrights/Award/onlineform.htm](http://www.queensu.ca/humanrights/Award/onlineform.htm)


- The creation of the Federal Contractors Action Group (FCP) with the mandate to develop and monitor employment equity activities at Queen’s. [http://www.queensu.ca/equity/content.php?page=FCP](http://www.queensu.ca/equity/content.php?page=FCP)

- The implementation of the “From Diversity to Inclusion in the Workplace” Certificate Training Program (Jan 2013): [http://www.queensu.ca/humanresources/apps/training/?certid=13](http://www.queensu.ca/humanresources/apps/training/?certid=13)


- New vehicles for communicating about equity issues including the *Equity Matters at Queen’s* e-newsletter (2012):

- The development of the Equity Listserv to communicate issues on campus: http://www.queensu.ca/equity/content.php?page=Listserv

- The development of the Equity Office Facebook Page to communicate equity issues: https://www.facebook.com/pages/The-Queens-University-Equity-Office/146184738830244?ref=ts&fref=ts

- The development of an Employment Equity Initiatives Timeline to track employment equity related activity (2011):

Since receiving the Report in 2009, the JCAA has engaged in discussions with a number of Offices, Committees and individuals at Queen’s who are working to address matters of equity and diversity. We wish to thank them for their assistance.

John Holmes

Dan Bradshaw