Hiring Faculty: Diversifying the faculty cohort

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Equity: A strategic priority

Sound Value Theme
“...Foreseeing and enabling the knowledge, technologies and innovations needed to improve the living conditions of millions and move economies and societies forward” (UW Strategic Plan 2013) Identifies “Equity” as a core value

HeForShe Waterloo
“Enhance female faculty representation to improve the campus environment today and drive towards parity in the future”

CRC program requirements, employment equity obligations

Moral, ethical, legal imperatives
Legislated/contractual obligations
Equity at UWaterloo

Vision

Our vision is to ensure equitable learning, teaching, working and living environments that benefit all community members and visitors to advance excellence and innovation at the University.
UW demographics

- Gender balance - women
  - ~45% students
  - ~65% staff members
  - ~30% of faculty members
- Racialization
  - ~60% first year students identified as being racialized people
- Persons with disabilities
  - ~3 % students registered at Accessibility Centre
- First Generation
  - ~11% of undergraduates
- Aboriginal peoples
  - Students, faculty and staff
- International Students
  - 35% graduate students
Diversifying the Faculty Cohort

Representation of designated groups

- Women
- Persons with disabilities, Aboriginal peoples and “members of visible minorities”
Achieving equity: key steps

Goal Setting
- Identify the opportunity to hire
- Convene a diverse search committee

Equitable Recruitment
- Training for search committee
  - Part One

Job Design
- Targeted Outreach

Equitable Selection
- Training
  - Part Two

Evaluating candidates
- Identify top candidates

Make progress with equity goals
Role of the Equity Office

The Equity Office will support equitable hiring including:

- Provide hiring-related data
- Train search committees on equitable hiring
- Collect and provide applicant data
- Be available to consult on various aspects of equitable hiring during and after hiring process
The Equity Office

Promotes equity at the University
Addresses systemic discrimination such as inequitable practices and climate issues
Assist with duty to accommodate e.g. religion
Assists with equitable recruitment and retention
Offers learning and development sessions

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