

# EMPLOYMENT EQUITY



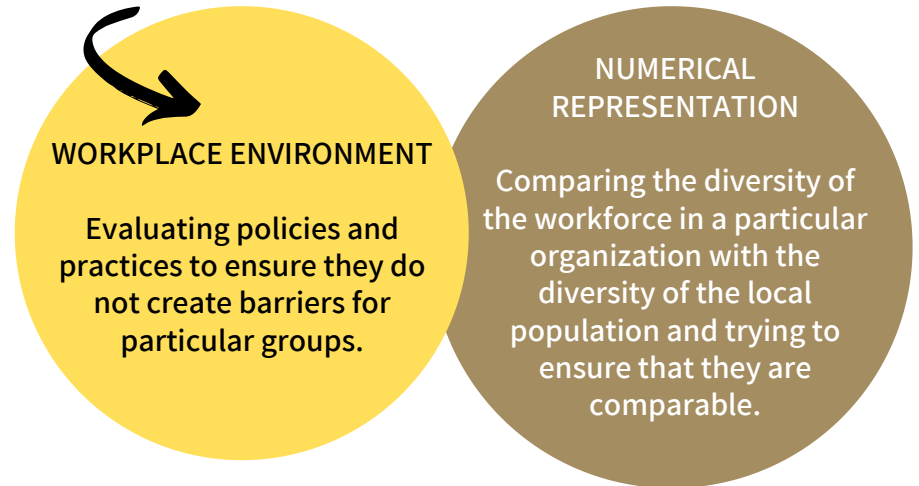
RACIAL EQUITY HUMAN DIGNITY SOCIAL JUSTICE

"...to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons the same way but also requires special measures and the accommodation of differences."

- Judge Rosalie Abella, 1986

## WHAT IS IT?

Employment Equity is a systematic approach to identifying and eradicating barriers to fairness in employment. It has **two main components**:



## WHAT ARE ITS GOALS?

- Eliminate employment barriers
- Build more transparent and accountable hiring plans and structures
- Improve access and fair distribution of opportunities for all groups
- Create a culture of equity and inclusion in the workplace

## THE STORY IS IN THE STATISTICS



Persons with disabilities between 25 to 64 were less likely to be employed (59%) than those without disabilities (80%) in 2011.

**14%** of adults aged 25 to 64 with milder disabilities were living in poverty.  
**28%** with more severe disabilities were living in poverty, compared to 10% of adults without disabilities.<sup>1</sup>

People of colour are over-represented in administrative support, waste management, and remediation services. This industry grouping covers a range of traditionally low-paid work from call centres to security services to janitorial services, all of which tend to be precarious, insecure, low-paid jobs with few or no benefits.<sup>2</sup>

People of colour make up over 40% of sewing, textile and fabric industry workers, over 36% of taxi and limo drivers, and 42% of electronics assemblers; yet they make up only 3% of executives, and 1.7% of organizational board directors.<sup>3</sup>

In 2016, labour market discrimination remained racialized and gendered in Ontario: racialized women earned 58 cents for every dollar non-racialized men earned.<sup>4</sup>

Among trans Ontarians surveyed in 2010, 13% reported they were fired for being trans (another 15% believed they were fired because they were trans).<sup>5</sup> In a 2015 study, 29% of 2SLGBTQ+ Ontarians reported having had experienced discrimination in the workplace.<sup>6</sup>



In 2017, women's average annual earnings continued to be lower than men's:<sup>7</sup>

**\$40,600 vs \$59,200**

In 2010, the median income for First Nations was \$17,620. The Inuit median income was \$20,400 and \$24,550 among Métis people. The median income for the non-Indigenous population was \$27,600.<sup>8</sup>



**COP-COC IS CALLING FOR THE IMPLEMENTATION OF AN EFFECTIVE LEGISLATIVE FRAMEWORK TO BEST ENSURE FAIR AND EQUITABLE LABOUR MARKET OUTCOMES FOR ALL ONTARIANS.**

<sup>1</sup> Statistics Canada. Table 13-10-0347-01 Labour force status for adults with and without disabilities

<sup>2</sup> Block, Sheila and Grace-Edward Galabuzi. 'Canada's Colour-coded Labour Market: The Gap for Racialized Workers' Canadian Centre for Policy Alternatives. March 2011.

<sup>3</sup> 'Employment Equity' Colour of Poverty-Colour of Change. 2007.

<sup>4</sup> Block, Sheila and Grace-Edward Galabuzi. 'Persistent Inequality: Ontario's Colour-coded Labour Market' Canadian Centre for Policy Alternatives. December 2018.

<sup>5</sup> Bauer, Greta & Scheim, Ayden. Transgender People in Ontario, Canada: Statistics from the Trans PULSE Project to Inform Human Rights Policy. 2015.

<sup>6</sup> CCDI 'In & Out: Diverging Perspectives on LGBT+ Inclusion in the Workplace' Canadian Centre for Diversity and Inclusion. 2015.

<sup>7</sup> Moyser, Melissa. 'Measuring and Analyzing the Gender Pay Gap: A Conceptual and Methodological Overview.' Statistics Canada. August 30, 2019.

<sup>8</sup> 'Aboriginal Statistics at a Glance: 2nd Edition.' Statistics Canada. July 2015.