



June 11, 2013

Office of the President

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Message from the President- CUPE 3903 Employment Equity Plan

I invite you to review the recently developed CUPE 3903 Employment Equity Plan posted below.

The Employment Equity Plan represents an important step in our ongoing commitment to advancing employment equity, diversity and inclusivity at York. This Plan also represents an important contribution to our principle of valuing people, which is embedded in our institutional planning and goal setting processes.

The success of the Employment Equity Plan critically relies on understanding the demographic make-up of employees in CUPE 3903 in terms of the four designated employment equity categories-Aboriginals, Visible Minorities, Women and Persons with Disabilities. I encourage those of you who are employees in CUPE 3903 to take the time to complete the questionnaire if you have not already done so or if you have new information to provide. The questionnaire can be found at the following link: <https://passport.york.yorku.ca/pplogin/pplogin>. Requests to complete the questionnaire are also sent to employees on a periodic basis.

York is also a participant in the Federal Contractors Program (FCP). The FCP applies to Provincially-regulated employers with a national workforce in Canada of 100 or more employees, and who receive federal government goods or services contracts of \$1 million or more. As a condition for bidding on large federal contracts, such contractors are required to certify in writing their commitment to employment equity and to comply with the criterion and guidelines of the FCP, which are based on the Employment Equity Act. The University's success in achieving a high rate of return to the self-identification questionnaire and its development of employment equity plans informed by the representational make-up of the workforce are important components of meeting the compliance requirements of the FCP.

If you have questions about the Employment Equity Plan or the Self-Identification Survey, please contact the following:

- Employment Equity Office at equity@york.ca or (416) 736-2100 x20848
- CUPE 3903 Office (416) 736-5154
- Department of Faculty Relations (416) 736-5518

Sincerely,

A handwritten signature in black ink, appearing to read "M. Shoukri".

Mamdouh Shoukri
President and Vice-Chancellor