

20. Workplace Equality

There are six criteria for measuring workplace equality. These “six measures of equality” are an effective tool to judge what progress has been achieved for women and other equity seeking groups. This holistic approach to equality requires employers to track their progress towards creating a truly representative workforce.

The “measures of equality” were designed to help employers develop a diverse workforce that reflects the community around it.

The six “measures of equality” are:

- **Representation**
The workforce must be representative of designated group members at all levels in the same proportion as they are in the working age population.
- **Occupational distribution**
Are members of certain designated groups trapped in job ghettos such as clerical work or well represented throughout all occupations?
- **Decision-making/authority**
Are designated group members in senior or executive positions or concentrated in positions with little decision-making power or authority?
- **Working conditions**
Is there a supportive work environment for employees? For example, are workplace harassment policies in place and enforced? Are daycare facilities provided? Are flexible work arrangements an option?
- **Tenure**
Are the designated group members in full-time, permanent employment or concentrated in auxiliary and part-time positions?
- **Pay equity**
Are designated group members receiving equal pay for work of equal value? Does a gender or race-based wage gap exist?

Equality in the workplace is achieved only when all these indicators are met for all designated group members. All designated groups within a workforce must be measured against these six “measures of equality” to understand whether equality in the workplace has been attained.

Recommendations for A People's Charter:

- ***The government of Ontario should implement legislation requiring employers to set up workplace employment equity committees and adhere to the six measures of equality.***