UNIVERSITY OF TORONTO

Employment Equity Report

2010

Prepared in accordance with the Federal Contractor's Program and the Employment Equity Act

Forward from the Vice-President Human Resources and Equity

This report outlines the University of Toronto's commitment to the Employment Equity Act and the Federal Contractor's Program. In providing examples of employment equity programs and initiatives we show the breadth of equity work completed at the institution and its impact on our striving to be an employer of choice.

At the University of Toronto, we believe that the diversity of our staff, students and faculty, reflecting our local and global community, is a source of our strength.

Through our equity programs, services and offices, we are working to remove barriers to employment for people who are often under-represented in Canada's workforce – Aboriginal people, people with disabilities, visible minorities, sexual minorities and women. Our programs also ensure that employees at the University are treated with justice and fairness.

The responsibility for equity, excellence and diversity lies with all of us. The work strives towards creating an environment where all are welcomed and contribute to a healthy workplace is completed throughout the entire institution.

I am happy to announce that once again we have been chosen as one of Canada's Best Diversity Employers for 2011. While equity commitments and efforts are ongoing, I am proud of the achievements of our University community.

Professor Angela Hildyard
Vice-President Human Resources and Equity

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Workforce Analysis Overview

Collection of Workforce Data (2009-2010)

This Employment Equity Report outlines and comments on the results achieved in 2009-2010. While the University of Toronto is governed under the Federal Contractor's Program (FCP)[1], our commitment to employment equity goes beyond the legislative requirement and is demonstrated through policy[2] and inclusive practices evolving across our three campuses.

While the legislation focuses on four designated groups (women, Aboriginal persons, visible minorities, and persons with disabilities), the University continues to collect workforce data on sexual minorities. The purpose of employment equity is to ensure that all members of our community have access to positions and opportunities for advancement at the University and that qualifications are assessed in relation to the requirements of the position. Employment equity is about ensuring that all qualified candidates are considered, that the best candidate is hired and that those who are hired have equitable access to opportunities for development and advancement.

Workforce data is provided by employees on the self identification questionnaire (employment equity survey), which is used to compile the information found in this report. Employees have the option of updating their information at any time through the online system or their local human resource office.

Faculty representation, promotion, and retention are examined by School of Graduate Studies' Divisions I-IV (Humanities, Social Sciences, Physical Sciences, and Life Sciences) with data provided by the Office of the Vice-President and Provost.

As a condition of the FCP, employers are required to conduct a workforce analysis to determine the degree of under-representation of designated group members within their workforce.[3] For the purposes of this report, the external labour pool is drawn from data derived from the 2006 Canadian census and the Participation Activity Level Survey (PALS) 2001. Positions at the University are classified using Employment Equity Occupational Groups (EEOG's) which are established by Human Resource Skill Centre

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[1] Under the Program, organizations that have 100 or more employees and want to bid on a federal government contract or standing offer of $200,000 or more must first sign a Certificate of Commitment to implement employment equity.

[2] http://www.governingcouncil.utoronto.ca/policies/emequity.htm

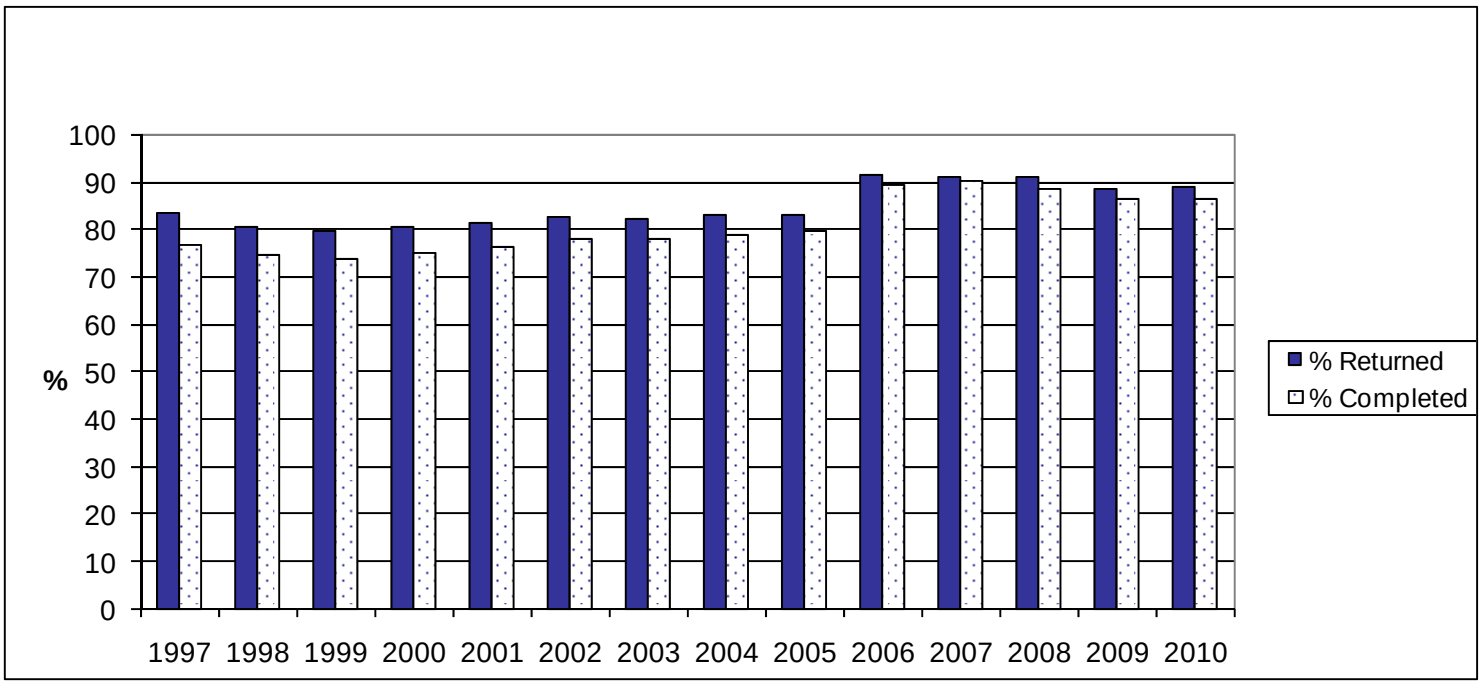
[3] http://www.rhdcc-hrsdc.gc.ca/eng/labour/equality/fcp/index.shtml. Note: External availability rates are only available for designated groups under the FCP/ EE act. These numbers exclude sexual minorities.

Canada (HRSDC). In order to protect confidentiality[4], data is suppressed for values less than three in this report.

New requirements under the FCP require the University to provide numerical data on gaps in terms of representation and such data is included in the relevant tables in this report. Gap numbers and gap percentage illustrate the difference between the employer's internal workforce and those with minimum qualifications to be a candidate for a particular occupational group in the external workforce. It is important to acknowledge that we hire faculty from broad candidate pools that are international and frequently attract individuals with exceptional qualifications.

As illustrated in Figure 1, the return rate for the Employment Equity Questionnaire in 2010 was 89% and the completed rate (those who chose to complete the survey rather than decline the survey) was 86.4%. There is a slight increase in returned surveys in comparison to last year, along with a slight increase for completed surveys.

Figure 1: Trend Analysis for Percentage of Surveys Returned and Percentage Surveys Completed (Full-time Employees)



[4] http://www.hrandequity.utoronto.ca/equity/eequestion/conf.htm

Table 1 provides summary representation rates of designated groups for full-time, part-time, and term[5] employees combined for academic and staff grouping. Our total employee count has increased this year to 9,408.

Among employee groups there is a slight decrease of 2% in the total number of women at the University. This decline is illustrated in the non-unionized staff group when compared to last year's numbers[6]. Aboriginal and persons with disabilities had a minimal decrease (less than a percentage point) in total employee representation. Visible minorities and sexual minorities had a slight increase in total representation rates for all employee groups. There was an increase of 1.6% in those who disclosed as sexual minorities in the non-unionized staff group, where as visible minorities increased in all employee groups when compared to last year[7].

[5] Those employees with a known end date.
[6] 2010 non-unionized women 49% compared to 2009 non-unionized women 56%. Total percentage of women at the university 2010 52% where as in 2009 54%.
[7] Non-unionized staff 2010 disclosed as sexual minorities 7%, 2009 disclosed 5.4%. Those disclosing as visible minorities in 2009- faculty 14.9%, librarians 12.2%, non-union staff 23.8%, and unionized staff 32.3%

Table 1: Summary of Representation Rates for Designated Groups 2010
Full-time, Part-time, and Term Employees combined

Staff Category	Total	Women		Total Completed	Aboriginal People		Visible Minorities		Persons with Disability		Sexual Minorities	
		#	%		#	%	#	%	#	%	#	%
Total Academic	**3215**											
Faculty**	3065	1167	38	2530	12	0.4	393	15.5	49	1.9	110	4.3
Librarians	150	108	72	129	*	0	17	13.1	*	1.5	12	9.3
All Staff	**6193**		58	5219		0.9		31.0		2.9		4.8
Staff Non-Union***	1526	755	49	1093	*	0.5	276	25.3	32	2.9	77	7.0
Staff Unionized	4667	2898	62	4126	49	1.1	1346	32.6	120	2.9	176	4.2
All Employees	**9408**	4928	52	13097	61	0.7	2032	25.7	203	2.5	375	4.8

Includes clinical faculty, teaching stream*Includes research associates, officers and academic administration
Based on number of surveys completed * indicates less than 6

Examples of U of T Programs and Initiatives to Achieve Employment Equity Goals

Women

- Career development for women (both within the academic and administrative streams) into management positions and addressing areas of under-representation has been a strategic priority for the University. This focus has resulted in an increase in the numbers of women in the roles of principals and deans, academic directors and chairs, and associate deans in comparison to last year.

- We recognize that in order to retain our employees it is important to minimize the barriers associated with the employee's multiple roles and life events. The University offers parental leave top up for all staff and faculty, compassionate care leave, onsite and offsite daycare subsidy and additional childcare services and supports.

- The "Early Visions Breakfast" is offered two to three times annually, providing women supervisors and managers across the University with the opportunity to learn from diverse and eclectic women leaders in the community at large about their career paths.

- Female vice-presidents host an annual gathering for senior women faculty and staff which, in addition to reflecting appreciation, offers informal opportunities for networking and mentoring.

Aboriginal

- The Aboriginal Initiatives Committee works with the Employment Equity Officer to develop initiatives to increase the number of Aboriginal employees at U of T. The committee is unique in that it is comprised of a cross section of staff and faculty all with an interest in supporting and enlarging the Aboriginal community at the University of Toronto. The committee is co-chaired by the Director of First Nations House and the Employment Equity Officer. Members include senior administrators such as the Assistant Vice-President, Human Resources, the Director, Academic Human Resources, staff members from Campus Police and Human Resources, and faculty members from academic units including Aboriginal Studies and the Joseph L. Rotman School of Management.

- The Aboriginal student engagement project "Outstanding Opportunities" successfully launched this past year. In partnership with the University's Career Centre, the Employment Equity Officer and other HR professionals supported Aboriginal graduates in finding work at the University and showcased the many employment opportunities the University can offer. Resume clinics and mock interviews were held for interested students, two of whom were subsequently successful at obtaining part time work with the University.

- The Employment Equity officer with members of Human Resources and First Nation's House (Student Life) partnered on a regular basis at recruitment and Aboriginal outreach fairs to raise the profile of the University as an employer of choice to these potential candidates.

Visible Minorities

- The University offers two 12-month mentoring programs to partner staff with more senior University leaders who will assist them in broadening and deepening their University experience. Mentees are selected based on a number of criteria; attention is paid to ensuring as diverse a group as possible.

- Diversity and sensitivity training for managers is ongoing at the University. A new program *Hiring Equitably* was introduced to managers, given their important role in the employment process for new employees. Managers were able to speak with a senior HR manager and the Employment Equity Officer to understand personal bias in hiring, how to make interviews more inclusive, and what supports new employees may need to "settle in" to the University environment once hired. Additional resources included interview questions that related to the University's commitment to equity, excellence, and diversity.

- U of T is a partner with the Toronto Region Immigrant Employment Council, a program that provides skilled immigrants with the connections and knowledge about the Canadian workplace so that they can find work in their professions.

- Faculty supports include Faculty Relocation Service (FRS) which provides assistance to prospective and recently appointed faculty from all over the world to ease the transition to a new country and a new city for them and their families.

- Our Dual Career Connections program provides employment coaching for non-academic partners of new faculty to help with the transition to a new community.

Persons with Disabilities

- Training offered to staff and faculty on “accessibility 101” (part one and two) has run four times throughout the year through the Organizational Development Learning Centre (ODLC) and has focused attention on building more inclusive work environments. The Employment Equity Officer and the Director of Accessibility Services developed the program to support faculty, staff, and students and create a healthy work and learning environment for persons with disabilities.

- Health & Well-being Programs & Services, in co-operation with the Centre for Addiction and Mental Health, Work and Well-being Research and Evaluation Program, hosted a series of seminars on topics related to Mental Health in the Workplace.

- In an effort to expand our candidate pools to include more persons identifying with disabilities, a pilot project with the Central Administration Human Resource Office (CAHRS), the Canadian Hearing Society (CHS) and the Employment Equity Office was launched this past year. Candidates received support from CHS and selected managers in the CAHRS group worked with the Employment Equity Officer and generalists to connect candidates to employment opportunities within the university. This project is ongoing.

- The Employment Equity & AODA Officer participated in a Career Centre and Accessibility panel discussion with employers from both the private and public sector to speak about the University of Toronto’s commitment to inclusive and accessible hiring for persons with disabilities. Audience members were job seekers.

Sexual Minorities

- The Sexual & Gender Diversity office launched an employee resource group for faculty and staff members who identify as part of the LGBTQ community. As an informal group of LGBTQ employees, the Employee Resource Group (ERG) provides members with opportunities to meet, network, and build community in the workplace.

- The University expanded its advertising for employment opportunities to the “Pride Guide” this year highlighting our LGBTQ-friendly work environment.

Consultations, Committees, and Communication

- Meetings have commenced throughout the year with those union groups who had negotiated joint employment equity committees. Management and union representatives work collectively to identify barriers, proactively work to remove any identified obstacles, and raise awareness of employment equity and the importance of engaging in the employment equity survey to their members.

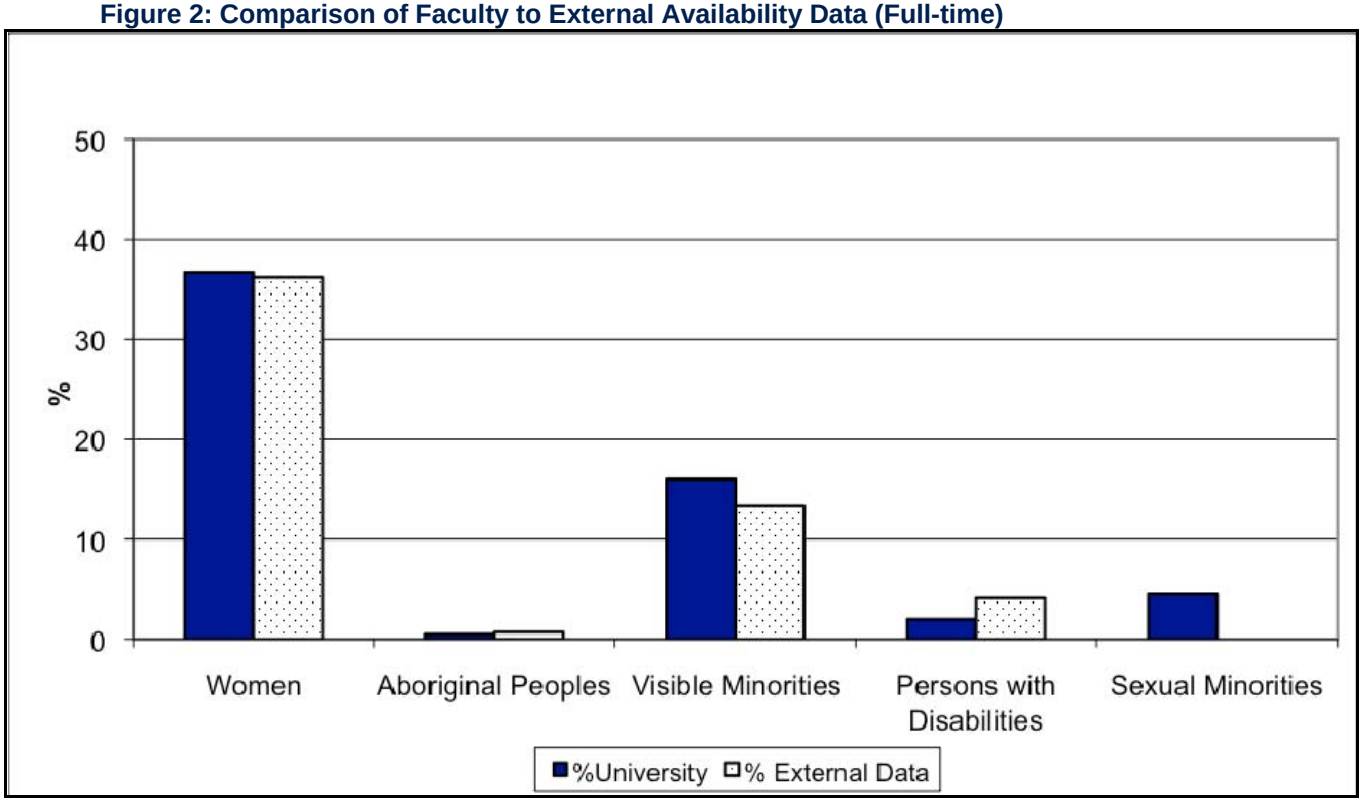
- This report is presented to university governance, specifically to the Academic Board and Business Board.

Workforce Analysis (Faculty and Librarians)

There are 3,215 full and part time academic staff (faculty, clinicians who are appointed staff, and professional librarians) at the University of Toronto. Women account for 38% of faculty positions and 72% of professional librarians.

Our internal availability data exceeds the external availability data for women in the professional librarian occupational group. Further, there is no under-representation in the "non-teaching staff" and "other academic" occupational groupings. While the required gap analysis as directed under the FCP indicate there do exist gaps between the internal workforce and external availability data in the "professor tenure stream" and "clinical" occupational group the gap is not considered significant according to the Federal Contractor's guideline.[8]

Figure 2: Comparison of Faculty to External Availability Data (Full-time)



[8] As required by the FCP, two separate benchmarks have been used to determine whether or not the under representation is significant. Occupational groups with both a gap number of -3 or greater **and** a gap percentage of 80% **or less** have been identified as occupational groups with under representation.

Figure 3 illustrates that since 2006 there has been an increase in representation of all designated groups among tenure stream faculty members.

Figure 3: Trend Analysis Full Professor Tenure Stream Faculty (Full-time)

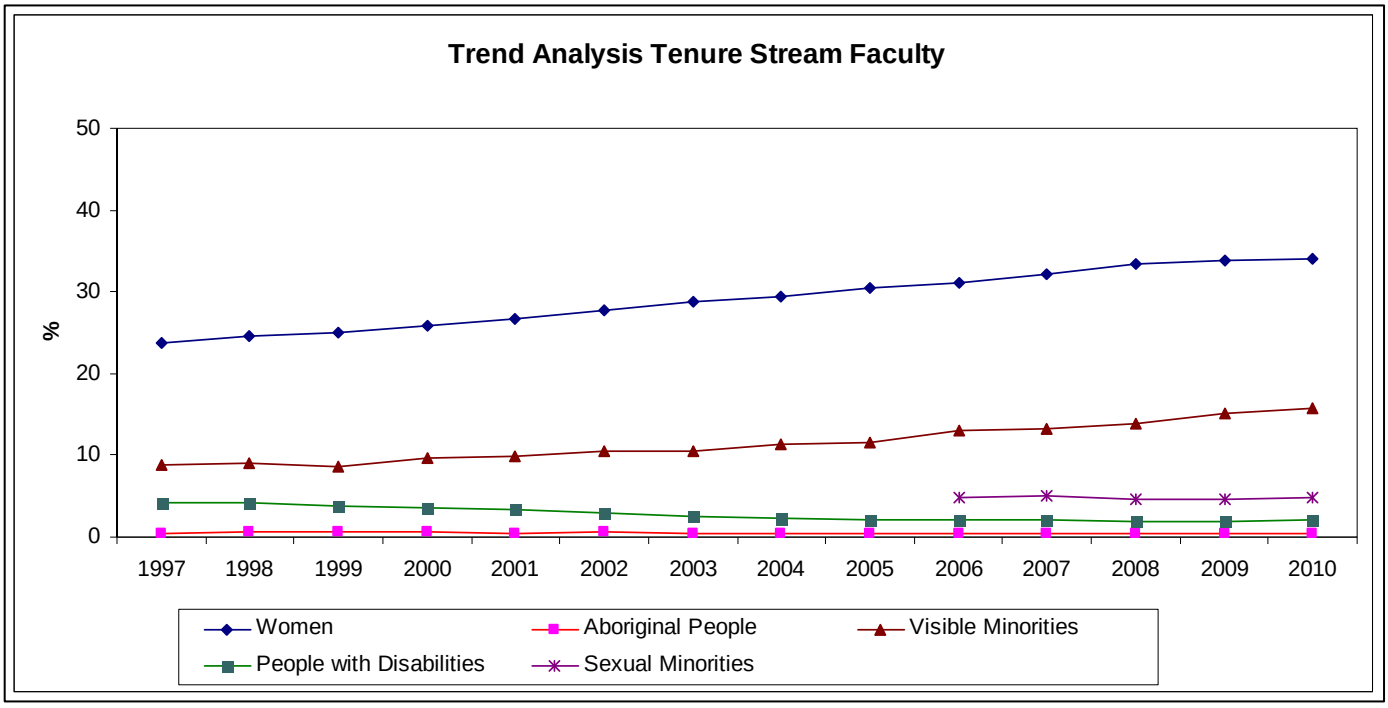
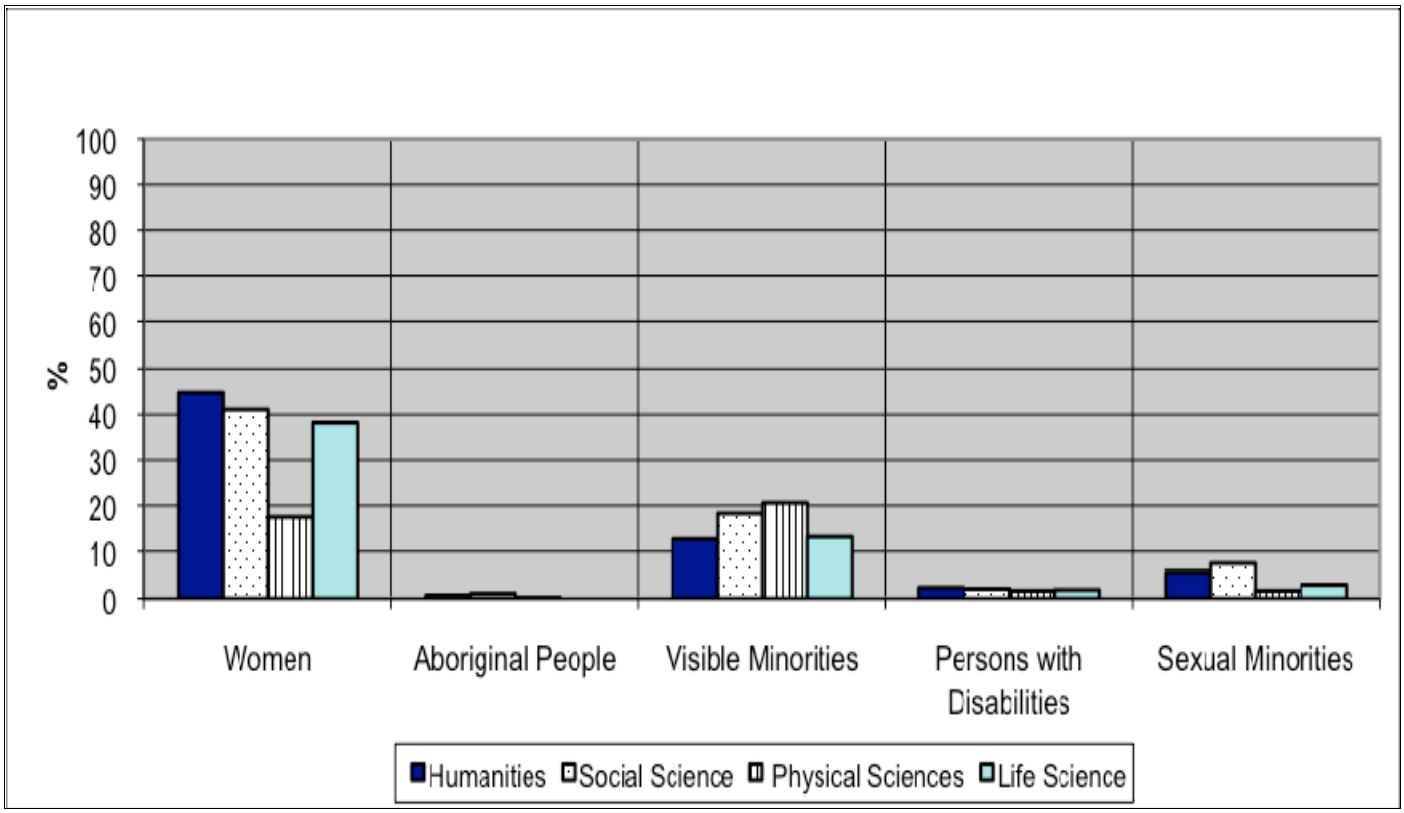


Figure 4 shows representation rates for designated groups among full-time faculty by SGS division. This year there was another slight increase in Aboriginal faculty from last year in the Humanities (0.7% from 0.6%) whereas the division of Social Sciences had a slight decrease from last year (1.1% from 1.4%).

Figure 4: Representation of Designated Groups among Full-time Faculty by SGS



Persons with disabilities continue to be under-represented in the faculty occupational groups in comparison with external availability. The tenure stream and clinical occupational grouping show under-representation of Aboriginal employees. These gaps are illustrated in Table 2 and 3 below.

New regulations under the Federal Contractor's Program include a gap analysis. Gap numbers and gap percentage illustrate the difference between the employer's internal workforce and those with minimum qualifications to be a candidate for a particular occupational group in the external workforce. Under representation is considered significant according to the FCP when the gap number is greater than -3 and the gap percentage is less than 80%.

It is important to note that the Employment Equity survey is an optional self disclosure survey. Individuals may "belong" to a designated group however, may choose not to disclose on the survey.

When reviewing gap analysis it is important to recognize that the "gap percentage" indicates the percentage of the designated group in the internal workforce, as the chart below illustrates, in the professor tenure stream 42% of this employee group disclosed as a person with a disability. In relation to external availability we are under represented by 58% in this particular occupational group of persons who disclose with a disability. In this case if we hired 47 candidates from the external availability pool (those with the minimum qualifications and based in the GTA) we would have an internal representation rate of 100% or a "gap percentage" of 100%. Traditionally our candidate pool for exceptional faculty is drawn from domestic and international candidates and we consistently seek to hire the most qualified candidate, which still includes our commitment to employment equity.

Table 2: Persons with Disabilities in the Faculty Occupational Groups Showing Under-representation

Occupational Group	Gap Number	Gap %	% of Under-representation
Professor Tenure/ Tenure Stream	-47	42%	58%
Clinical	-6	39%	61%
Non Teaching Staff CLTA/ Other	-5	17%	83%
Other Academics	-8	43%	57%

Table 3: Aboriginal Persons in the Faculty Occupational Groups Showing Under-representation

Occupational Group	Gap Number	Gap %	% of Under-representation
Professor Tenure/ Tenure Stream	-5	65%	35%

Faculty Recruitment

A total of 91 tenure stream appointments were made between July 1, 2009 and June 30 2010. The table below summarizes the origin of new hires (for assistant and associate professors, the location of the PhD granting institution; for full professors, the location of their previous appointment) and the available citizenship information since origin may not necessarily represent the nationality or citizenship of the individual hired. A summary of citizenship information is also included in Table 5.

Table 4: Origin of New Hires 2009/2010

	2008/2009	2009/2010
New Faculty Originating from US Institutions	59%	57%
New Faculty Originating from International Institutions	15%	18%
New Faculty Originating from Canadian Institutions (other than U of T)	22%	16%
New Faculty Originating from U of T	4%	10%

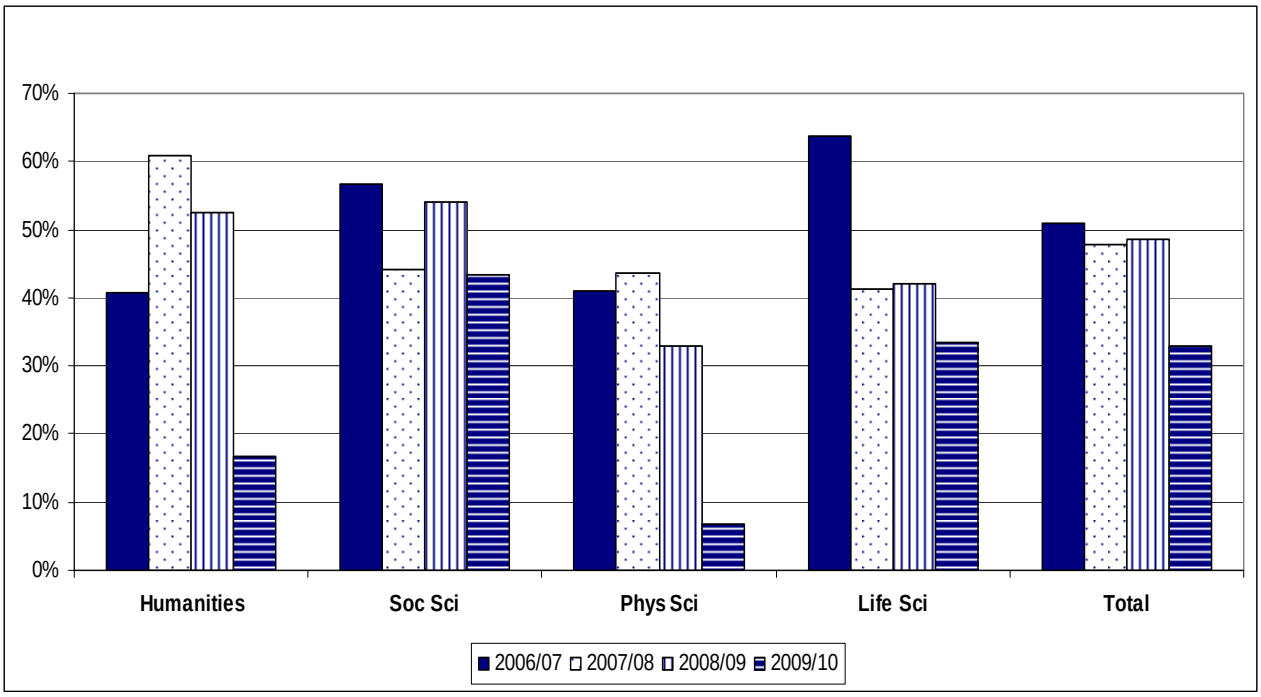
Table 5: Citizenship of New Hires 2009/2010

	2008/2009	2009/2010
New Faculty Holding Canadian Citizenship	34%	38%
New Faculty Holding US Citizenship	28%	30%
New Faculty Holding Other Citizenship	38%	32%

Table 5 shows that more than half of our new hires came from US institutions. This year a slightly higher proportion of new faculty came from institutions outside of North America, while about a quarter came from Canadian institutions including UofT.

Data is collected on the representation of women amongst new hires at the University. Women accounted for 33% of new hires (n=30), a marked decrease of 15.5% from last year. As Figure 5 indicates, even when there was an increase in the overall number of women hired (e.g. in the Life Sciences), the proportion of women appointed in all SGS divisions declined. The biggest decline was in Physical Sciences (from 33% to 7%) and Humanities (from 53% to 17%). Further explanation is included later in this report.

Figure 5 Number of Women in SGS divisions



Faulty Promotion

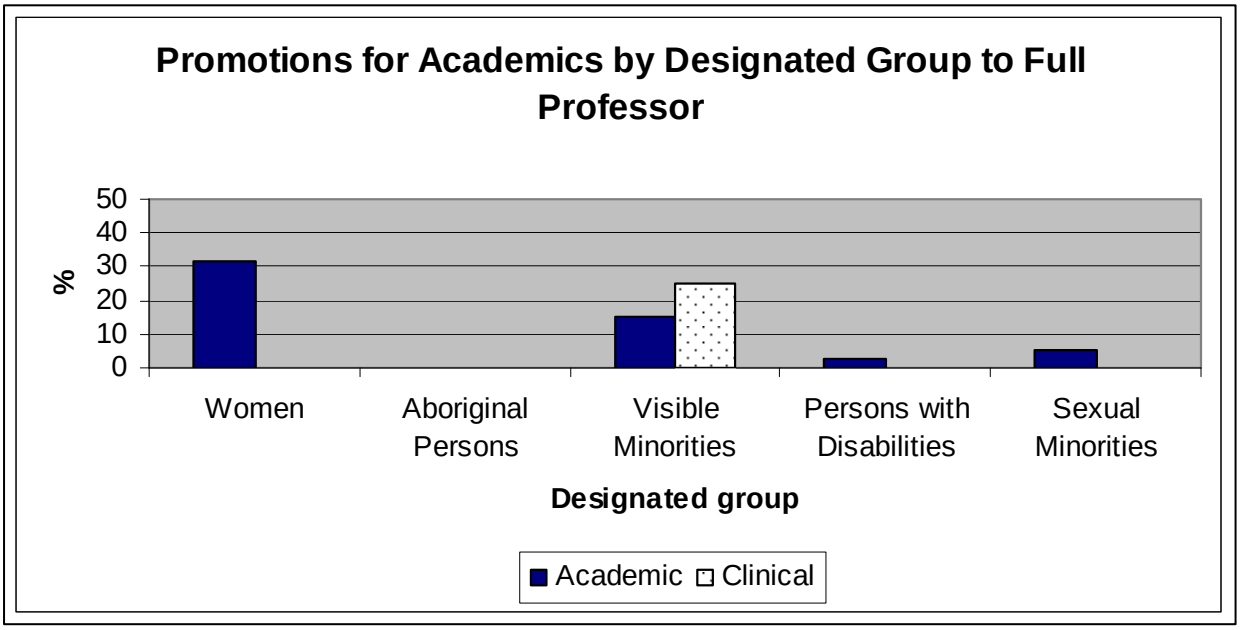
Women seeking promotion to Full Professor took an average of 9.7 years; this number has not changed from last year's data. Eighteen women sought and were successful in achieving promotion accounting for 37% of the promotions received and is an increase from last year. Table 6 illustrates the promotions for both academic and clinical employee groups

Table 6: Representation of Average Years for Promotion to Full Professor

	Total		Men		Women	
Staff Category	#	Avg Years	#	Avg Years	#	Avg Years
Academic: Promotions to Full Professor	49	7.74	31	6.60	18	9.69
Clinical: Promotions to Full Professor	10	7.34	8	7.17	2	8.01

In comparison to last year, there was an increase in persons with disabilities and sexual minorities gaining promotion in the academic occupational groups. Visible minorities also increased in gaining promotion (15%) in comparison to last year (11%). There is no under-representation for this group. Figure 6 illustrates promotions for academics by designated group.

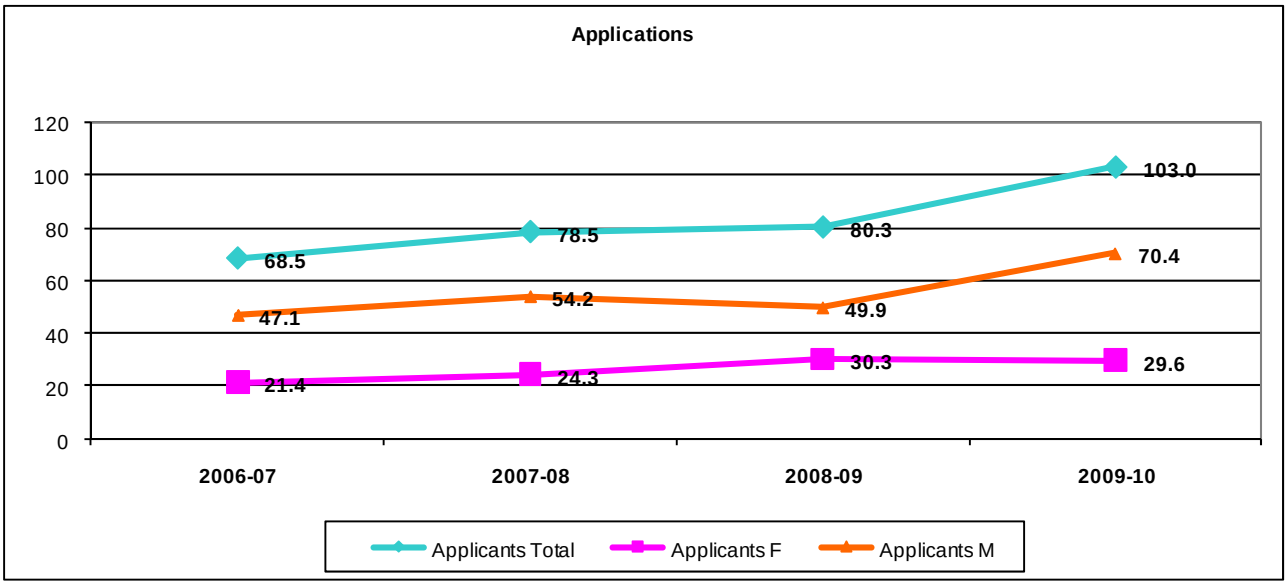
Figure 6: Percentage by Designated Group Promoted to Full Professor (Tenure) in Academic Occupational Groups.



Appointments of all faculty are predominantly at the rank of assistant professor. In 2009/2010, the proportion of women hired at more senior ranks (associate and full professor) increased slightly to 21% of appointments.

With respect to the 15.5% decrease in new women faculty hires, a more detailed consideration of the applicant pool provides some insight. Examining the mean number of applications per search allows us to consider trends in the applicant pool over time. Figure 7 provides a breakdown of the mean number of male and female applicants for the last four years. While we can see that there has been a marked increase in the number of applicants per search, the mean number of women applying has only increased slightly. The increase in the mean number of applicants per search is largely due to an increase in male applicants.

Figure 7: Applicant Pool (Mean Per Search)



A closer examination of how the pool of candidates move through the recruitment process shows the 'knock-on' effect of a much higher number of male applicants in the initial pool. While slightly more male candidates were shortlisted than female, this does not vary significantly from practices in other years.

Figure 8: Shortlisted Candidates (Mean Per Search)

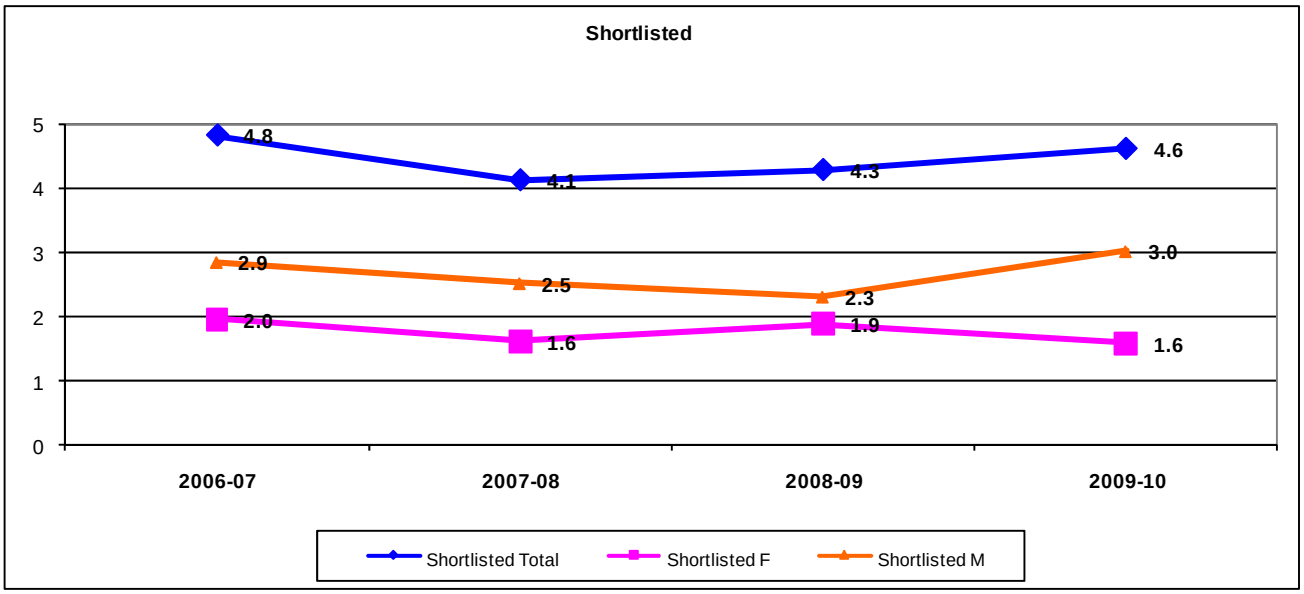
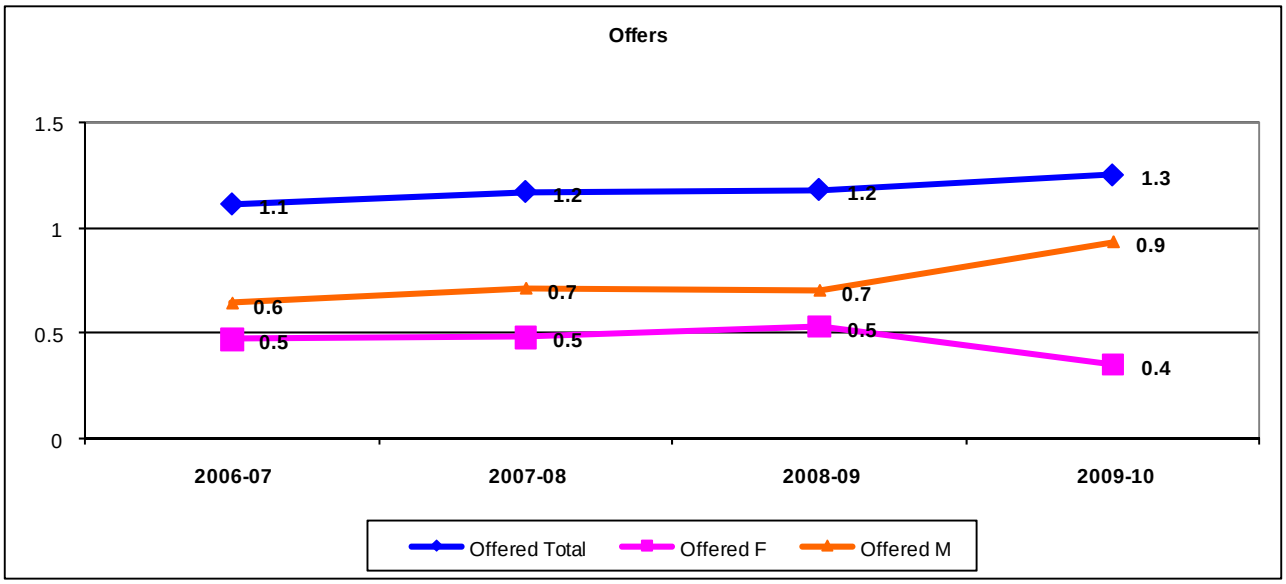


Figure 9 provides details on the mean number of offers made for each search – because it is not uncommon for there to be more than one offer made in a search, the mean number is slightly above 1. Nonetheless, here again we see the impact of the larger number of men in the applicant pool, with an increase in the mean number of offers made to men and a corresponding decrease for women.

Figure 9: Mean Number of Offers Made (Per Search)

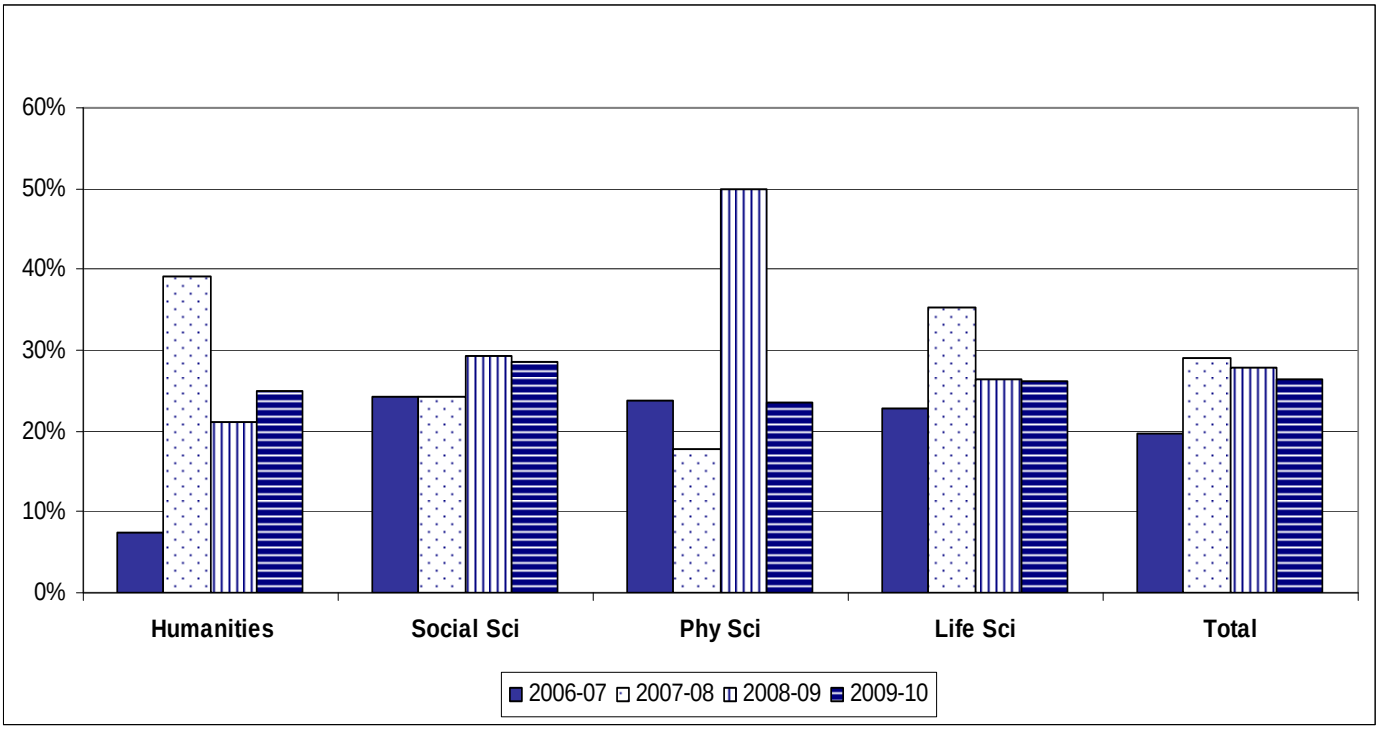


Where possible, data is collected during the search process on the representation of visible minorities. There are some limitations to the identification of visible minorities as search committees must rely on their own judgment in determining whether a candidate qualifies as a visible minority[9].

Figure 10 below indicates that this year the proportion of visible minority hires declined slightly. There was a small increase in visible minority hires in the Humanities, while both Physical Sciences and Social Sciences showed a decline. Life Sciences remained unchanged. In line with all new hires, the majority of new visible minority faculty were hired at the junior ranks of assistant professor and assistant professor conditional (92%).

[9] The increasing use of UTORecruit and the online application process will allow for more accurate assessment of the pool. As many divisions continue to allow both online mailed/emailed applications the data collected by the UTORecruit equity survey is incomplete. Where divisions choose to use UTORecruit exclusively, an accurate summary of all equity data can be provided to search committees.

Figure 10: Proportion of Visible Minority Hires



Academic Administration

All designated groups continue to take on leadership roles at the University with only persons with disabilities showing under-representation at the academic directors/ chairs/ associate dean occupational group. All other members, including persons with disabilities showed no gap of significance when compared to external availability rates in this particular occupational grouping(s). Figure 11 illustrates the percentage of designated groups in the academic administrator group, while table 7 shows gap number and percentage for persons with disabilities in the academic director/ chair/ associate dean level.

Figure 11: Academic Administrators by Designated Group

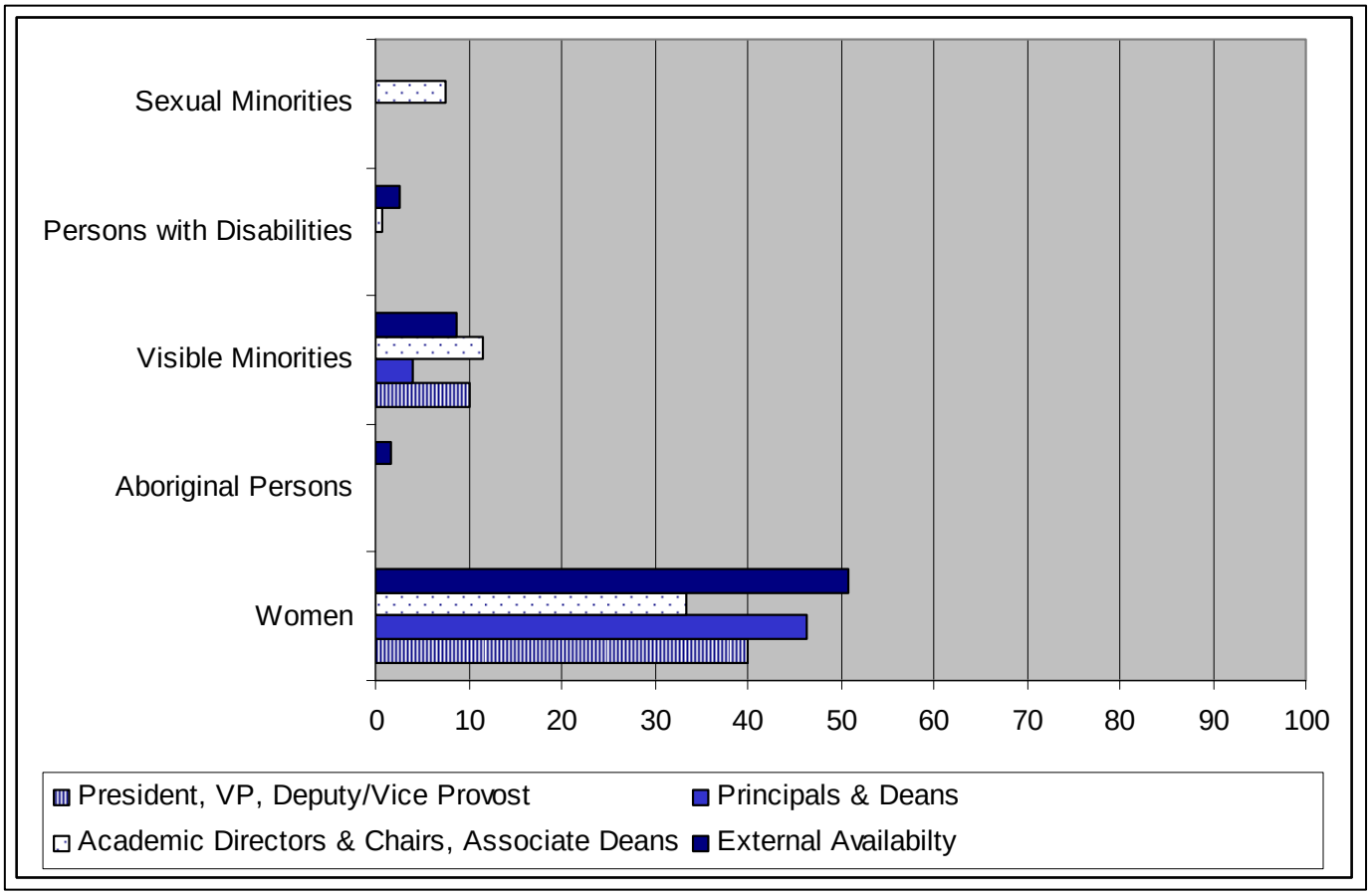


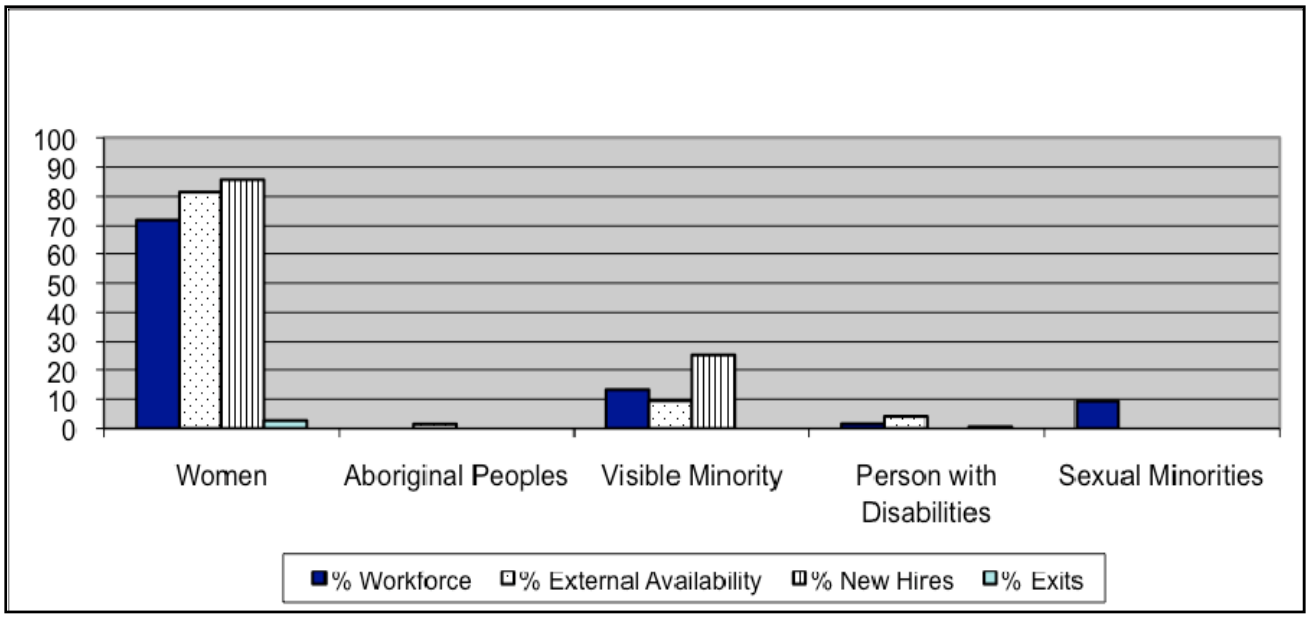
Table 7: Persons with Disabilities Under-representation in the Academic Directors/ Chairs/ Associate Dean Occupational Group

Occupational Group	Gap Number	Gap %	% of Under-representation
Academic Directors/ Chairs/ Associate Deans	-37	60%	40%

Librarians

Seventy-two percent of librarians at the University are women. This is an increase since last year. There was an increase in those identifying as sexual minorities for this particular professional group (9.3%) in comparison to last year (8.4%). Exit rates among designated groups were low in comparison to last year, in fact three designated groups Aboriginal, visible minorities, and sexual minorities had no exits. Figure 12 notes workforce compliment compared to external availability, new hires, and exit data.

Figure 12: Full and Part-time Librarians Workforce Compliment, External Availability, New Hires, and Exits.



Persons with disabilities continue to be under-represented in the professional librarian group. With a gap number of -4 and 67% under representation when compared to external availability rates figure 14 shows a continued decline in trend analysis for this particular group.

Figure 13: Trend Analysis Professional Librarians for all Designated Groups Since 1997

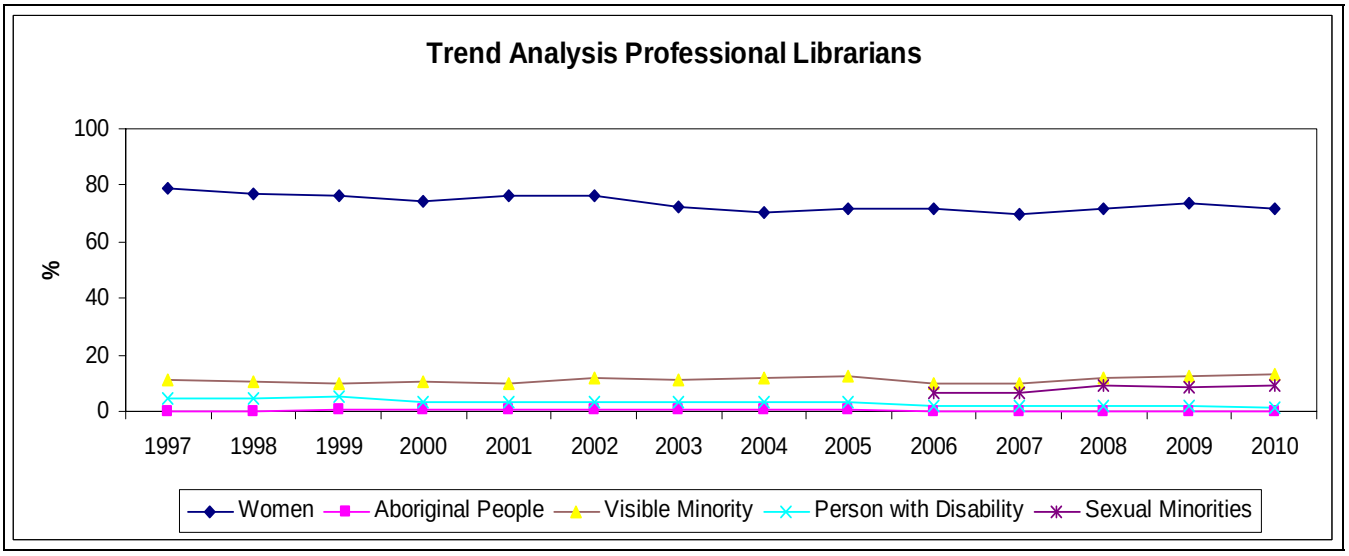
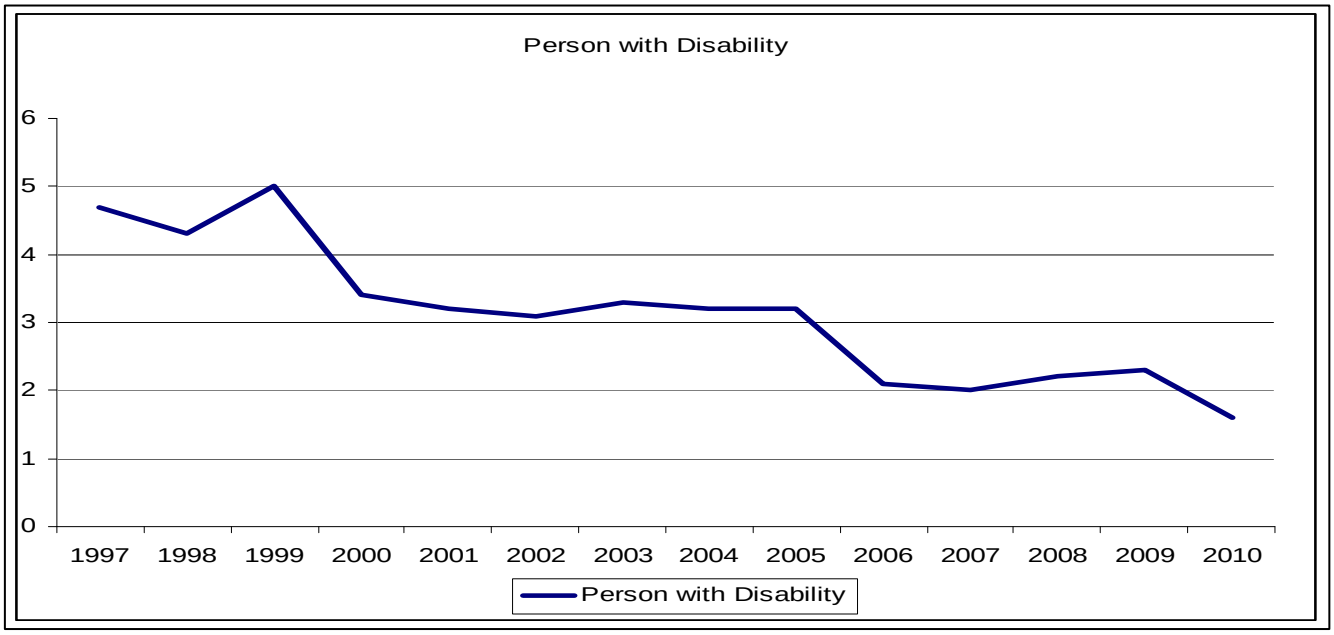


Figure 14: Trend Analysis Professional Librarians for Persons with Disabilities Since 1997



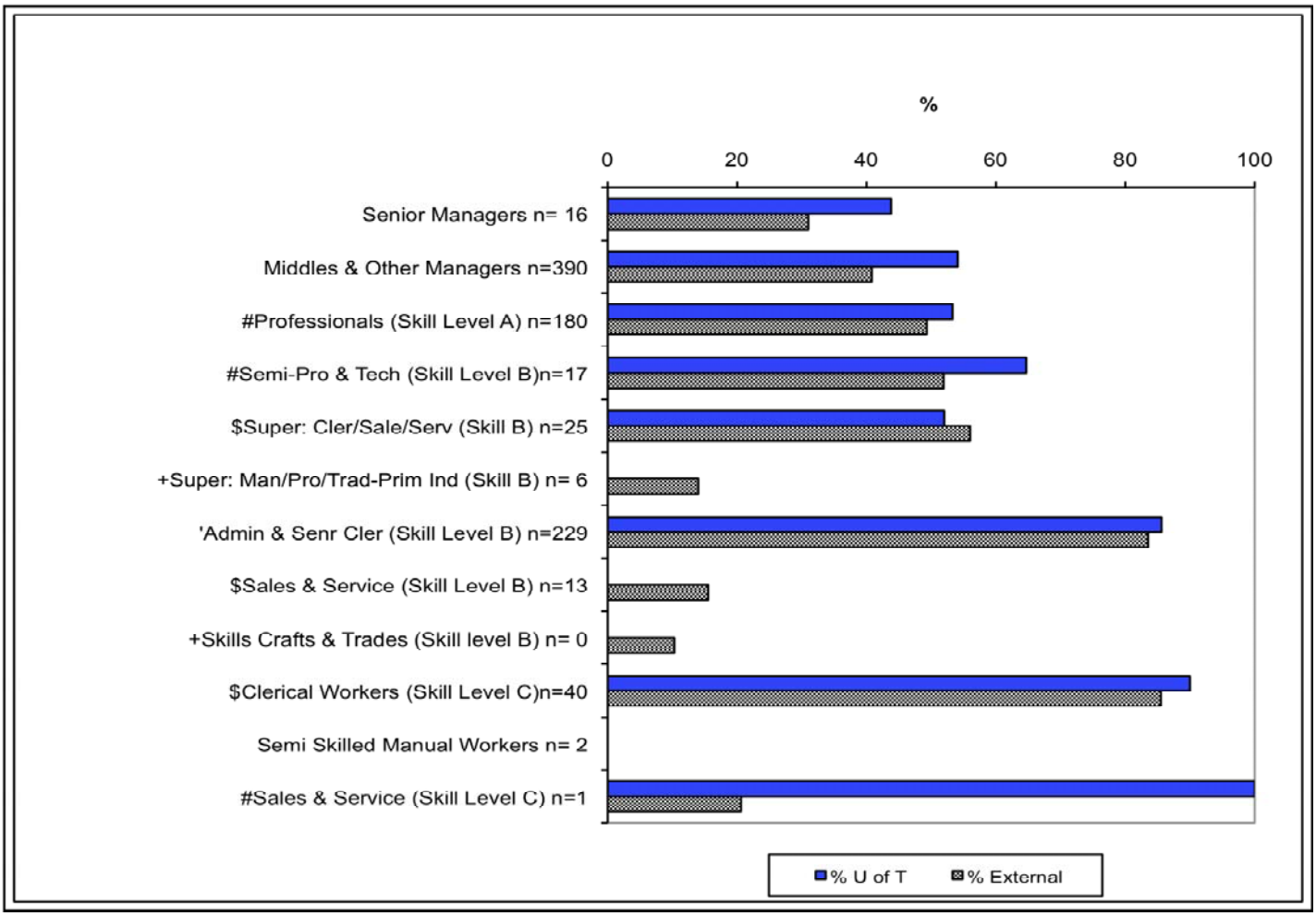
Workforce Analysis (Staff: Non-Union and Union)

2010 saw an increase in staff in full-time, part-time, and term positions from 5,991 (last year) to 6,193. Women comprise 58% of this total, a decline of 3% since last year. While there was a slight increase in members who identified as a visible minority or sexual minority, there was a slight decrease in members identifying as a person with a disability.

Non-Unionized Staff

Among females in non-unionized staff occupational groups there was no under-representation when compared to external availability rates[10]. Figure 15 shows female staff internal representation rates in various occupational groups compared to external representation rates.

Figure 15: Non-Unionized Women Internal Representation Compared to External Availability



Three designated groups, Aboriginal persons, visible minorities, and persons with disabilities showed under-representation in the following occupational categories respectively: middle and other managers, supervisors semi-skill manual workers/ semi-professionals / trades, and professional skill level A. Tables 8, 9 and 10 illustrate the significant gap numbers and gap percentage of under-representation for each of these three designated groups

Table 8: Aboriginal Under-representation in the Middles and Other Managers Occupational Group

Occupational Group	Gap Number	Gap %	% of Under-representation
Middle and Other Managers	-3.5	36.6%	63.4%

Note that the FCP states under representation is considered significant if the gap number is greater than negative 3 and the gap percentage less than 80. In each of these tables the gap number is just slightly over three.

Table 9: Visible Minority Under-representation in the Supervisors Man/Pro/Trades Occupational Group

Occupational Group	Gap Number	Gap %	% of Under-representation
Supervisors Semi-skill Manual Workers/ Semi-professionals / Trades	-3.8	51.1%	48.9%

Table 10: Persons with Disabilities Under-representation in the Professional Skill Level A Occupational Group

Occupational Group	Gap Number	Gap%	% of Under-representation
Professional Skill level A	-3.4	54.2%	45.8%

No other employment occupational groups (EEOGS) in the non-union staff categories showed under-representation of designated groups. There has been an increase in visible minorities, persons with disability, and sexual minorities in non-unionized employees since last year. A total of 25.3% identify as a visible minority (increase of 1.5%), 2.9%

identify as a person with a disability (increase of .5%) and 7% identify as a sexual minority (increase of 1.6%).

Recruitment and retention of non-unionized staff

When candidates apply to positions through the online system at www.jobs.utoronto.ca, they have the option to complete a diversity survey where information is collected on a self-disclosed basis. This portion of the application is optional for all candidates. No information from this survey is provided to the recruiter or hiring manager, it is simply used for employment equity purposes. Not all candidates engage in the survey in their application process.

While in 2010 the number of female applicants dropped by 383 candidates for non-unionized positions, the total number of those interviewed and hired increased in comparison to last year's data. The number of applicants who disclosed as a sexual minority increased by 18 people, where as the number of applicants in all other groups decreased. The number of candidates interviewed in all designated groups, except that of female, decreased in comparison to last year's numbers however, the number of successful hires increased in all groups except visible minorities and Aboriginal.

	Applicants		Interviewed		Hired	
	Count	%	Count	%	Count	%
Female	4,118	67.07%	221	70.61%	54	73.97%
Aboriginal	42	0.69%	0	0.00%	0	0.00%
Visible Minority	2,600	45.65%	84	28.47%	19	27.54%
Disability	194	3.29%	8	2.66%	4	5.71%
Sexual Minority	304	5.22%	22	7.36%	6	8.57%

Note: Counts and percentages are based only on those who responded
(i.e. Total does not include those who did not respond to the survey questions)
Approximately 5% did not respond to one or more questions
Data from Oct 1, 2009 - Sept 20,2010

The Organizational Development and Learning Centre offers all employees the opportunity to participate in training and development to support their career goals while at the University. Training rates are shown by percentage of days of training taken by each designated group member compared to the representation within the University workforce.

Table 11: Training Participation Rates of Full-time Non-unionized staff

Designated Group	% Days Training	% University Workforce
Women	77.2	61.5
Aboriginal	.8	1.2
Visible Minorities	32.2	31.5
Persons with Disabilities	3.4	2.9
Sexual Minorities	7.1	4.7

Opportunities for training and development cover a variety of areas such as techniques to refine resumes and cover letters, career consultation, work /life consultation, computer tutorials, leadership development, financial skills, communication and mentoring programs.

Promotion of non-unionized staff

Table 12 shows an increase in the percentage of promotions for women and sexual minorities when compared to last year's numbers; there was a decrease in promotion rates for visible minorities, and persons with disability; promotion rates for Aboriginal persons remained unchanged from last year at 0%.

Table 12: 2010 Promotional Data for Non-union Staff

Designated Group	% Promotion	% University Workforce
Women	64.4	62.1
Aboriginal	0	0.7
Visible Minorities	24.1	22.5
Persons with Disabilities	0	3.2
Sexual Minorities	9.6	6.4

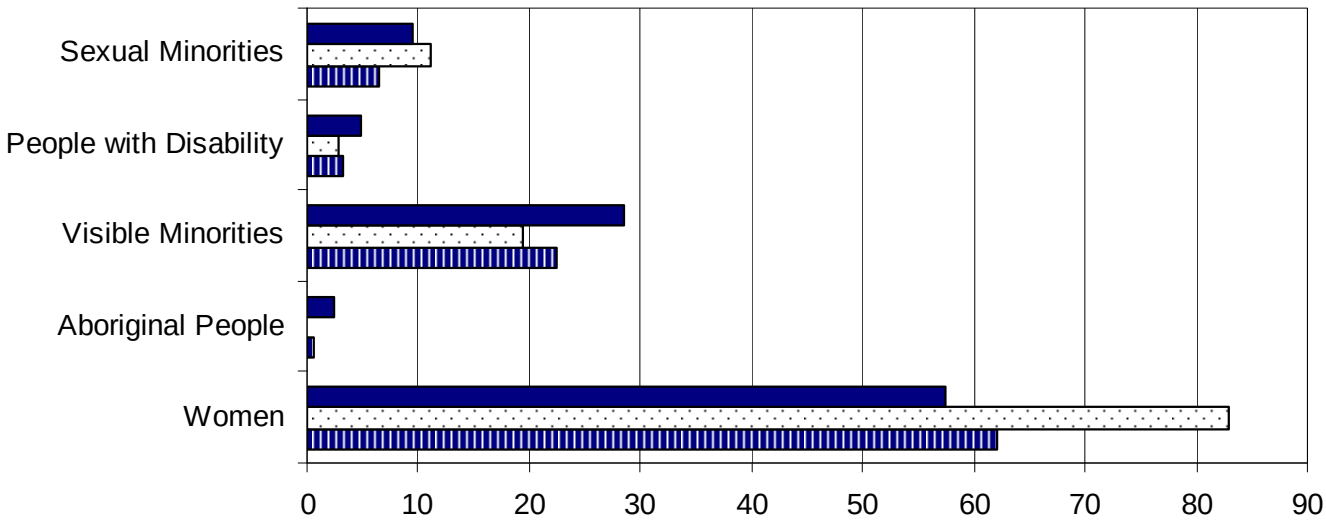
2009 Promotional Data for Non-union Staff

Designated Group	% Promotion	% University Workforce
Women	60.3	63.3
Aboriginal	0	0.7
Visible Minorities	25.9	21.5
Persons with Disabilities	1.7	3
Sexual Minorities	6.9	6.3

Exit data of non-unionized staff

As shown in Figure 16 women and sexual minorities show higher rates of exit than that of new hires. “Exits” include those who retire, expired appointments, terminations with cause, layoffs, resignations, or those who are deceased. New hire rates are greater than that of exit rates for Aboriginals, persons with disabilities and visible minorities this year.

Figure 16: Exit Rates for Non-union Staff



	Women	Aboriginal People	Visible Minorities	People with Disability	Sexual Minorities
% New Hire	57.4	2.4	28.6	4.8	9.5
% Exits	82.9	0	19.4	2.8	11.1
% U of T	62.1	0.7	22.5	3.2	6.4

% U of T % Exits % New Hire

Unionized Staff

Unionized members make up 50% of our total workforce numbers. This past year marked the beginning of organized joint employment equity committees with management and union representatives. Committees for CUPE 3902 units 1 and 3, USW, and CUPE 3261 have met throughout the year to discuss employment equity items and work together to raise awareness of employment equity at the University of Toronto.

There are 4,667 full-time, part-time and term unionized employees at the University. Unchanged from last year, 62% are female. The representation of all other designated groups remains the same or slightly higher than last year with the exception of persons with disabilities, where there has been a decrease of composition to 2.9% compared to 3.4% from last year.

Persons with disabilities are under-represented in several employment occupational groups for unionized staff members. This data is illustrated in gap number and gap percentage below.

Table 13: Persons with Disabilities Under-representation in Occupational Groupings (Unionized)

Occupational Group	Gap Number	Gap %	% of Under-representation
Professionals	-15.6	39%	61%
Semi professional and technical (level b)	-9.1	71.6%	28.4%
Administration and senior clerical (level b)	-18.6	53.1%	46.9%
Clerical workers (level c)	-15.7	64%	36%
Sales and services (level d)	-13	43.5%	56.5%

Other designated groups showing under representation in particular employee occupational groups are listed below.

Table 14: Women Under-representation in Occupational Groupings (Unionized)

Occupational Group	Gap Number	Gap %	% of Under-representation
Skilled crafts and trades (level b)	-7.6	34.3%	65.7%

Table 15: Aboriginal Under-representation in Occupational Groupings

Occupational Group	Gap Number	Gap %	% of Under-representation
Professionals (level A)	-6.0	40%	60%

Table 16: Visible Minorities Under-representation in Occupational Groupings

Occupational Group	Gap Number	Gap %	% of Under-representation
Skilled craft and trades (level b)	-16.8	71.4%	28.6%
Sales and services (level D)	-73.2	60.7%	39.3%

Recruitment and retention of unionized staff

The table below illustrates the number and percentage of applicants for unionized positions who identified as one of the designated group members. The total number of applicants who disclosed in the following groups (female, visible minority, disabled, and or sexual minority) increased in comparison to last year's applicant pools. Increases in all designated groups were interviewed in comparison to last year's data, as well as increases in all groups hired except for those who disclosed as persons with disability when looking at last year's data.

	Applicants		Interviewed		Hired	
	Count	%	Count	%	Count	%
Female	26,317	68.81%	1,211	69.92%	398	70.19%
Aboriginal	247	0.65%	19	1.11%	7	1.25%
Visible Minority	18,588	53.06%	692	43.28%	206	39.62%
Disability	1,138	3.08%	52	3.14%	13	2.41%
Sexual Minority	1,882	5.20%	123	7.62%	42	7.97%

Note: Counts and Percentages are based only on those who responded
(i.e. Total **does not** include those who did not respond to the survey questions)
Approximately 5% did not respond to one or more questions
Data from Oct 1, 2009 - Sept 20,2010

Full-time unionized female staff accounted for over 60% of promotions in their employee group and visible minorities accounted for 30%, in each case slightly less than their % representation in the workforce, as illustrated in Table 17. Aboriginals and persons with disabilities were promoted at slightly higher proportions than their representation in the workforce. Those identifying as sexual minorities were promoted at slightly lower levels than their representation.

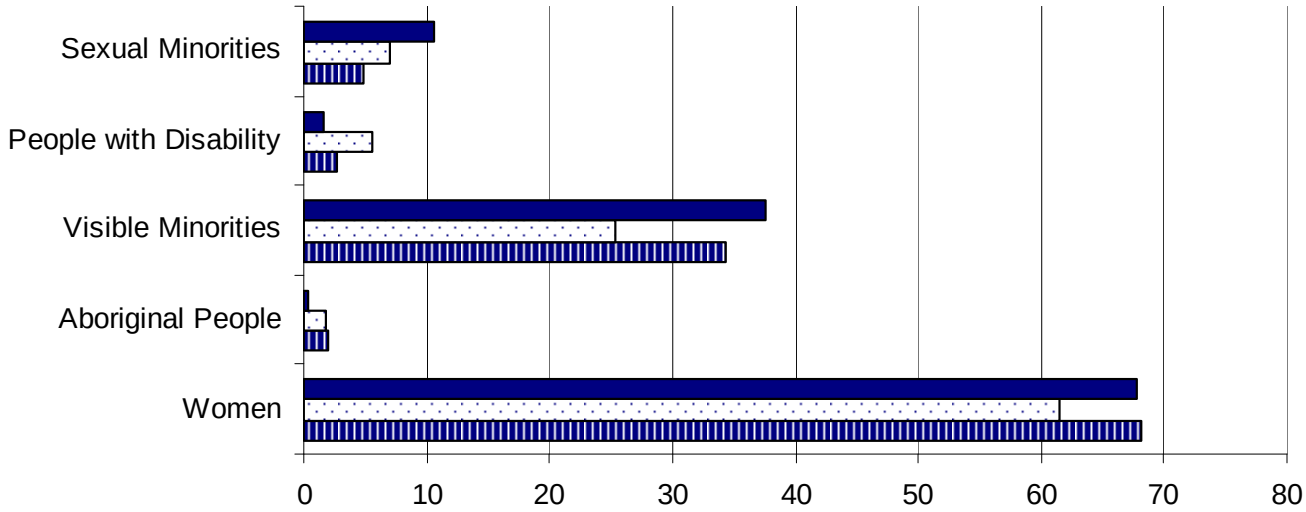
Table 17: Promotional data unionized staff

Designated Group	% Promotion	% University Workforce
Women	63	68.1
Aboriginal	1.3	1.1
Visible Minorities	30	34
Persons with Disabilities	3.4	3
Sexual Minorities	4.2	4.8

Exit data unionized staff

Figure 17 shows the rate of exit for Aboriginals and persons with disabilities in the unionized staff group to be higher than the rate of new hires for these designated groups while visible minorities, sexual minorities and women all represent a lower proportion of exits than new hires. It is important to recognize that the workplace complement will lower over time if the percentage of new hires for a designated group is lower than the percentage of exits for that group.

Figure 17: Rate of Exit for Unionized Staff



	Women	Aboriginal People	Visible Minorities	People with Disability	Sexual Minorities
% New Hire	67.7	0.4	37.6	1.6	10.6
% Exits	61.4	1.8	25.3	5.6	7
% U of T	68.1	1.9	34.4	2.7	4.8

Employment Equity Summary

Eighty-one percent of all employees identify as belonging to one or more of the designated groups. Every employee at the University has a role to play in building an equitable and inclusive employment environment. While the purpose of employment equity is to provide equal opportunities for employment to designated groups, the University widens this lens to include focused attention on retention programming and initiatives to support our employees and continue to engage all groups throughout the entire employment cycle.

Overall, for all designated groups except persons with disabilities, the University workforce in comparison to external availability shows small areas of under-representation. The employment equity office and the joint employment equity committees will continue to build programs and initiatives to support our current workforce needs and to recruit from a variety of candidate pools. Currently partnerships to assist with targeted programming are underway with organizations such as Toronto District School Board Career Services supporting those who are from designated groups and looking for employment, Employment agencies which support persons with disabilities and the on-going support from the Aboriginal Initiatives Program Committee.

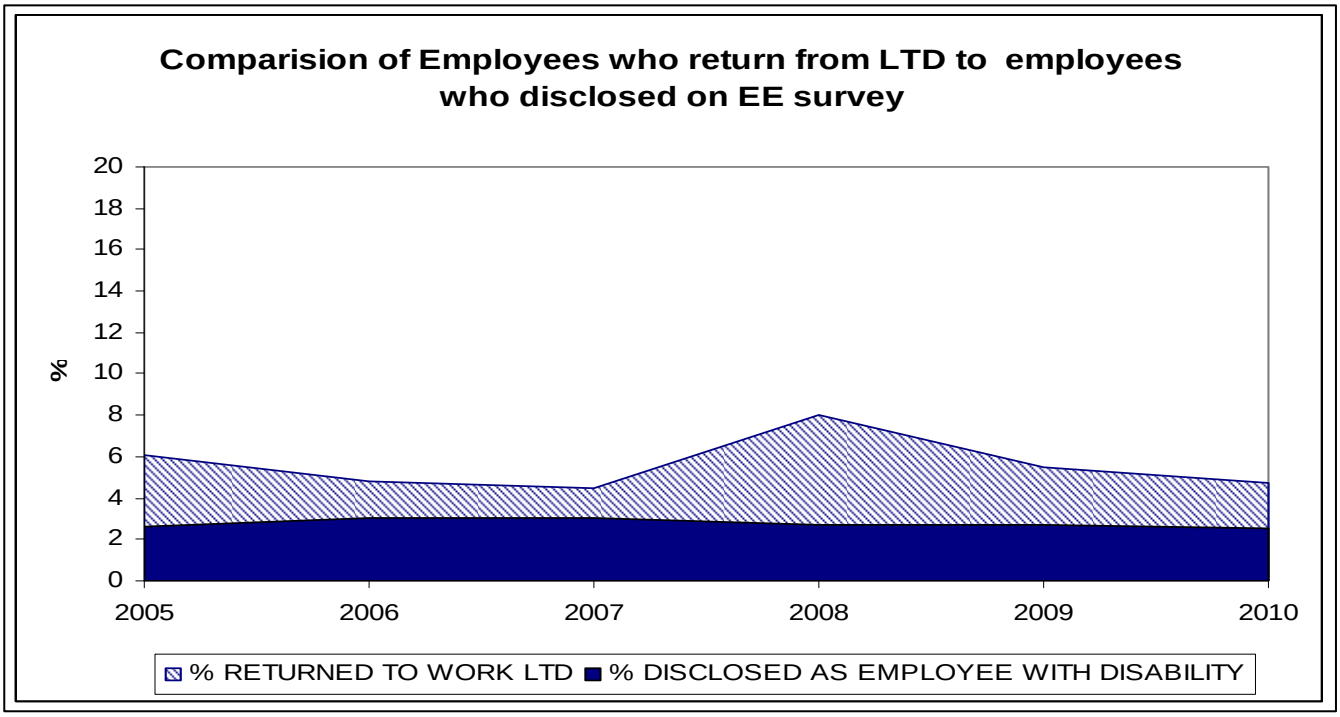
Under representation rates for persons with disabilities were found in many employee occupational groups. The University continues to develop recruitment and retention initiatives targeting this particular designated group. However, we also believe that other factors may have contributed to the under-representation rates found in this report.

A culture of accessibility is being built through increased engagement from community members at the University, as a result of the training and information sharing component of the AODA customer service standard. Nevertheless, our employees, like many in other workplaces, may believe that there is a stigma associated with the disclosure of a disability.

This stigma may be limiting the number of employees who are willing to disclose their status on the employment equity survey. In addition, we suggest that many employees are not aware that they can update or change the self-disclosure on the EE survey either online or through their human resource office at any time should their status change.

We believe that these two factors may be at play based on our analysis of the activity within the Office of Health and Wellbeing. Many more employees have sought assistance for disability-related matters from the office of Health and Well-being Programs and Services than those who have self disclosed as having a disability. This gap may be indicative of a degree of under reporting that may merit further study.

Figure 18: Persons with Disabilities Comparative Data Sources



In establishing the University's employment equity plan the data found within this report acts as a guide to provide insight to our short and long term goal setting. We have begun to focus our efforts on targeted hiring efforts through attendance at candidate specific job fairs, partnerships with organizations that support particular groups, and raising awareness of equitable hiring practices. A number of "positive policies" have been developed this past year to support the Division of Human Resources and Equity to improving our human resource practices for all employees. Through these new and continued efforts we work towards building an environment that supports our commitments to employment equity and to equity, diversity and excellence.

Appendices

Table 1 A *(September 30, 2010 data)*

EMPLOYEE GROUPS IN THE WORKPLACE		% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	ANY QUESTION COMPLETED		ABORIGINAL PEOPLES		VISIBLE MINORITIES		PERSONS WITH DISABILITIES		SEXUAL MINORITY	
					COMPLETED		COMPLETED		COMPLETED		COMPLETED		COMPLETED	
FACULTY[2]	2449	28.93%	2148	87.71%	2091	85.38%	2042	83.38%	2045	83.50%	2067	84.40%	1703	69.54%
CLINICAL FACULTY[3]	253	2.99%	178	70.36%	176	69.57%	171	67.59%	171	67.59%	176	69.57%	6	2.37%
LIBRARIANS	131	1.55%	121	92.37%	112	85.50%	111	84.73%	111	84.73%	109	83.21%	105	80.15%
RESEARCH ASSOCIATES	280	3.31%	205	73.21%	195	69.64%	195	69.64%	192	68.57%	192	68.57%	145	51.79%
NON-UNIONIZED ADMINISTRATIVE STAFF	919	10.86%	868	94.45%	846	92.06%	832	90.53%	838	91.19%	837	91.08%	804	87.49%
USW	3394	40.09%	3080	90.75%	2988	88.04%	2946	86.80%	2948	86.86%	2950	86.92%	2590	76.31%
LIBRARY WORKERS (CUPE 1230)	136	1.61%	132	97.06%	129	94.85%	121	88.97%	121	88.97%	129	94.85%	116	85.29%
SERVICE WORKERS (CUPE 3261)	583	6.89%	517	88.68%	509	87.31%	503	86.28%	503	86.28%	506	86.79%	373	63.98%
OPERATING ENGINEERS (U. OF T. WORKERS, Local 2001)	85	1.00%	81	95.29%	80	94.12%	77	90.59%	77	90.59%	79	92.94%	60	70.59%
POLICE (OPSEU, Local 519)	49	0.58%	42	85.71%	42	85.71%	42	85.71%	41	83.67%	41	83.67%	33	67.35%
TRADES & SERVICES[4]	81	0.96%	61	75.31%	60	74.07%	60	74.07%	59	72.84%	60	74.07%	57	70.37%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L. 578)	x	x	x	x	x	x	x	x	x	x	x	x	x	x
EARLY LEARNING CENTRE CUPE L2484	27	0.32%	20	74.07%	18	66.67%	18	66.67%	17	62.96%	18	66.67%	14	51.85%
89 CHESTNUT HERE L75	77	0.91%	69	89.61%	67	87.01%	67	87.01%	67	87.01%	67	87.01%	64	83.12%
TOTALS:	**8466**	**100.00%**	**7524**	**88.87%**	**7315**	**86.40%**	**7187**	**84.89%**	**7192**	**84.95%**	**7233**	**85.44%**	**6072**	**71.72%**

1- Total Population is based on the number of employees as of September 30, 2009.
2- Faculty are defined as all faculty (tenure-stream and non-tenure stream) except for clinical faculty.
3- "Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.
4- Includes Electricians (IEBW, Local 353), Plumbers (UA 46), Sheet Metal Workers (SMWIA, Local 30), Carpenters (CAW, Local 27), Machinists/Locksmiths (IAMAW, Local 235), and Painters (District Council 46, Local 557).

Table 1 B *(September 30, 2010 data)*

EMPLOYEE GROUPS IN THE WORKPLACE		% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	ANY QUESTION COMPLETED		ABORIGINAL PEOPLES		VISIBLE MINORITIES		PERSONS WITH DISABILITIES		SEXUAL MINORITY	
					COMPLETED		COMPLETED		COMPLETED		COMPLETED		COMPLETED	
FACULTY[2]	316	42.02%	236	74.68%	228	72.15%	225	71.20%	224	70.89%	227	71.84%	183	57.91%
CLINICAL FACULTY[3]	67	8.91%	37	55.22%	35	52.24%	35	52.24%	35	52.24%	35	52.24%	2	2.99%
LIBRARIANS	19	2.53%	18	94.74%	17	89.47%	17	89.47%	17	89.47%	17	89.47%	16	84.21%
RESEARCH ASSOCIATES	40	5.32%	31	77.50%	31	77.50%	31	77.50%	31	77.50%	31	77.50%	23	57.50%
NON-UNIONIZED ADMINISTRATIVE STAFF	25	3.32%	22	88.00%	21	84.00%	21	84.00%	21	84.00%	21	84.00%	18	72.00%
USW	233	30.98%	200	85.84%	192	82.40%	190	81.55%	190	81.55%	192	82.40%	157	67.38%
LIBRARY WORKERS (CUPE 1230)	17	2.26%	17	100.00%	17	100.00%	16	94.12%	16	94.12%	16	94.12%	14	82.35%
SERVICE WORKERS (CUPE 3261)	26	3.46%	19	73.08%	19	73.08%	19	73.08%	19	73.08%	19	73.08%	16	61.54%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L. 578)	x	x	x	x	x	x	x	x	x	x	x	x	x	x
EARLY LEARNING CENTRE CUPE L2484	7	0.93%	x	x	x	x	x	x	x	x	x	x	x	x
TOTALS:	752	100.00%	585	77.79%	563	74.87%	557	74.07%	556	73.94%	561	74.60%	431	57.31%

x indicates suppressed data of less than 6.

1- Total Population is based on the number of employees as of September 30, 2009.
2- Faculty are defined as all appointed faculty (tenure-stream and non-tenure stream) except for clinical faculty.
3- "Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.