UNIVERSITY OF TORONTO

REPORT ON EMPLOYMENT EQUITY 2019

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Photo Credit: Steve Frost

INTRODUCTION

This Employment Equity Annual Report provides a snapshot of the composition of our tri-campus employees in 2019. In this report we provide information about recruitment, promotions and departures of employees from our diverse communities. We collect these data about our community through our Employment Equity Survey. Where possible, we make comparisons between the information collected and reported in this report with that which was reported in previous years. Together with our annual Equity, Diversity & Inclusion report, the Employment Equity Annual Report shows our commitment to and progress in attracting and retaining diverse talent.

Integrating equity into the fabric of our institution requires building knowledge and capacity of our staff, investing in people and creating an inclusive culture. We must be intentional about our recruitment practices, mentorship and career development opportunities for our community members who self-identify as Black, Indigenous, racialized, LGBTQ2S+ and persons with disabilities, as well as their intersecting identities. We want the composition of our faculty, librarians, and staff to reflect our vibrant and dynamic student community and the diversity of the Greater Toronto Area.

Some highlights of our commitment to the principles of employment equity, and more broadly to equity, diversity, and inclusion (EDI) include:

- The appointment of a new Executive, Director, Equity, Diversity, and Inclusion to provide strategic guidance across all three campuses on building a diverse culture of inclusive excellence.
- The development and implementation of new recruitment strategies that will expand and build talent pools of diverse and qualified candidates.
- The creation of new talent management opportunities to ensure diverse employees have access to professional development opportunities.
- An increase in educational programming delivered by our tri-campus Equity Offices on topics such as unconscious bias, the impact of equity and inclusion in our roles, cultural competency, and training on Indigenous cultures.

I invite you to engage with this report and the data within. I hope it inspires our community to generate new ideas to address underrepresentation and take action to create systemic changes to assist in addressing the University's employment gaps.

Kelly Hannah-Moffat

Vice-President, Human Resources & Equity

STATEMENT OF ACKNOWLEDGEMENT OF TRADITIONAL LAND

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

Photo Credit: Will Campbell

Photo Credit: Ken Jones

ABOUT THE EMPLOYMENT EQUITY REPORT

Employment equity is a program designed to address disadvantages in employment for Indigenous / Aboriginal people, persons with disabilities, racialized persons / persons of colour, LGBTQ2S+ individuals, and women. This includes implementing policies, practices, and reasonable accommodations to ensure that individuals who self-identify in designated groups are represented in the University's workforce composition at levels representative of our diverse community.

Assessing progress towards employment equity requires measuring the University's progress towards achieving and exceeding anticipated representation rates. The University's Employment Equity Survey is the cornerstone of this measurement, and is available to all appointed and non-appointed employees of the University.

Our survey examines:

- ethnocultural identities
- gender / gender identity
- Indigenous / Aboriginal People of North America
- visible and non-visible disabilities, and
- sexual orientation

Respondents may choose to respond to all or select questions in the voluntary survey. More than one response can be selected for each question to allow respondents to choose answers which best reflect them, and responses may be modified at any time.

DATA COLLECTION AND ANALYSIS

The data contained in this report is a snapshot of the responses provided by University of Toronto employees as of December 31, 2019. This report also contains applicant information for the period of January 1 to December 31, 2019. This is an adjustment from previous reports which utilized the academic year (i.e. July 1 to June 30).

In addition to surveying its existing workforce, prospective employees are provided the opportunity to complete an anonymous survey as part of their application process for positions at the University. This enables us to determine the effectiveness of programs designed to increase the diversity of our applicant pool.

Photo Credit: Perry King

TERMINOLOGY AND DEFINITIONS

Exits: Employees with a termination event in the reporting period of January 1 to December 31, 2019. Includes both voluntary (e.g., retirements) and involuntary termination reasons.

Gap Analysis: Or Labour Availability Analysis, tells us whether the representation rates at the University in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions.

Gender Identity: Each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

Indigenous / Aboriginal People of North America: First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (US).

Institutional Response Rate: Includes respondents who selected the "I choose not to answer this survey" option at the beginning of the survey.

Labour Availability: The total external availability of qualified candidates in Ontario with the minimum qualifications to be a candidate for work in a particular Employment Equity Occupational Group (EEOG).

New Hires: Employees with an Employment Date in the reporting period of January 1 to December 31, 2019.

Persons with Disabilities: Persons who have long-term or recurring physical, mental, sensory, psychiatric, or learning impairment(s) AND

A) who consider themselves to be disadvantaged in employment by reason of that impairment,

OR B) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons with disabilities who have been accommodated in their current job or workplace.

Promotions: Employees with a Promotion or Reclassification event in the reporting period. This also includes the promotion of tenured faculty from Associate Professor to Professor and of continuing stream, Teaching Stream faculty from Associate Professor, Teaching Stream to Professor, Teaching Stream as recorded in the Human Resources Information System (HRIS).

Representation Rate: The proportion of staff, faculty, and librarians identifying in each designated category.

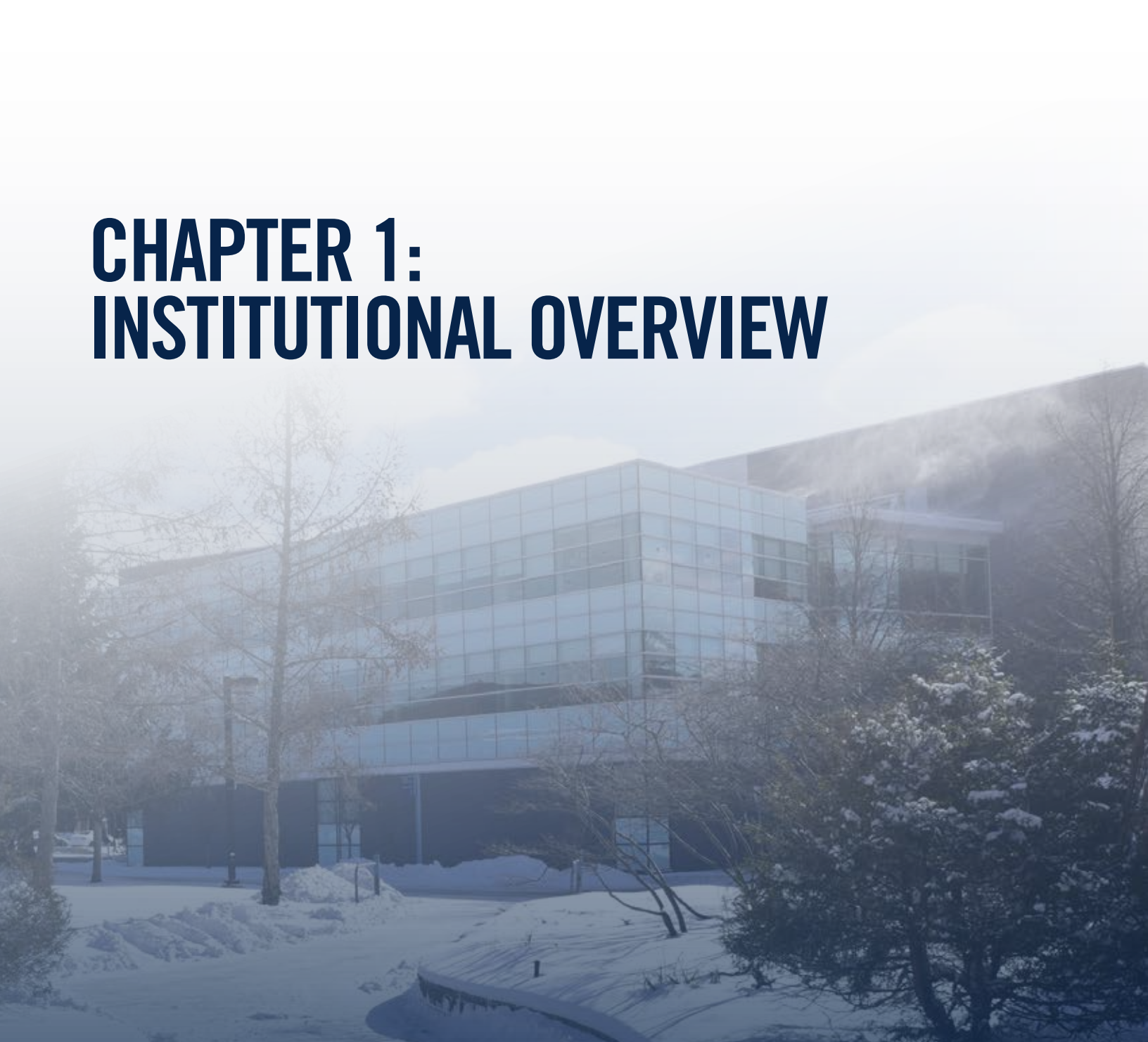
Racialized / Persons of Colour: Members of such groups in Canada are persons, other than Indigenous/Aboriginal People (defined above), who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

Substantive Response Rate: The number of responses to the survey, excluding those who selected "I choose not to answer this survey."

Trans: A person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, trans, nonbinary, gender non-conforming, genderqueer, or an analogous term.

Two-spirit: A cultural and spiritual identity used by some Indigenous people who have both masculine and feminine spirits. Employees self-identifying as two-spirit can make this selection under the sections of both "Gender and Gender Identity" and "Sexual Orientation." Two-spirit is a cultural and spiritual identity used by some Indigenous people who have both masculine and feminine spirits and is one of many words to describe various genders, sexes and sexualities. Employees identifying as women, men, or trans can identify in any number of other categories that help inform their own social identities.

CHAPTER 1: INSTITUTIONAL OVERVIEW



Equity, diversity, and inclusion are among our fundamental values. Outstanding scholarship, teaching, and learning can thrive only in an environment that embraces the broadest range of people and encourages the free expression of their diverse perspectives.

We recognize that a diverse campus and a culture of inclusive excellence are essential parts of our institution's foundation. We work to advance an inclusive, diverse, and equitable U of T, where all members of our community know and feel that they belong. More information about our equity work is available in our Equity Reports or online at hrandequity.utoronto.ca/about/reports

We encourage our employees to complete an Employment Equity Survey, and have seen year over year increases to our institutional response rate. Our current response rate is the highest since the relaunch of our employment equity survey in July 2016, and the highest since 2013. This provides a more accurate picture of our workforce, and also means that, in some cases, changes in representation are the product of a clearer sample of our existing employee base, rather than concrete changes in representation. The likely impact on reporting is most prevalent in smaller demographics and intersections (where $n \leq 30$) and will be further mitigated with increases in response rates across all employee groups in future years.

Photo Credit: Ken Jones

INSTITUTIONAL RESPONSE RATES

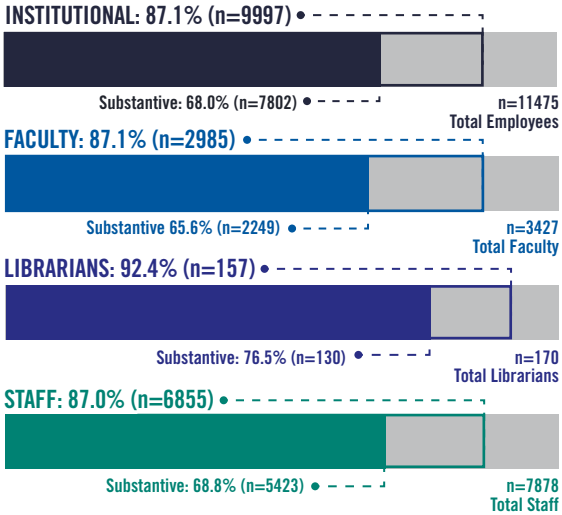
87.1% (n=9997)

The institutional response rate for the 2019 Employment Equity Survey was: 87.1% (n=9997).

6% (n=1140)

Improvement to the institutional response rate of the 2017-2018 Employment Equity Survey: 6% (n=1140).

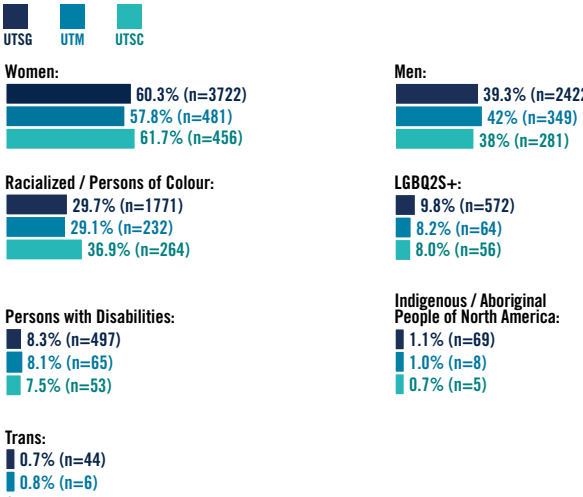
The institutional response rate includes respondents who selected the "I choose not to answer this survey" option at the beginning of the survey. The substantive response rate, which excludes those that selected "I choose not to answer," was 68.0% (n=7802).



INSTITUTIONAL OVERVIEW: TRI-CAMPUS REPRESENTATION RATES

Our unique tri-campus structure is the product of a 40-year evolution, with the Mississauga and Scarborough campuses transforming themselves from small undergraduate colleges, to mid-size educational entities hosting a wide range of graduate and undergraduate offerings, and strong programs of research.

There are increasingly strong individual campus identities, and the composition of our workforce at each of the campuses is reflective of the unique communities in which they reside.



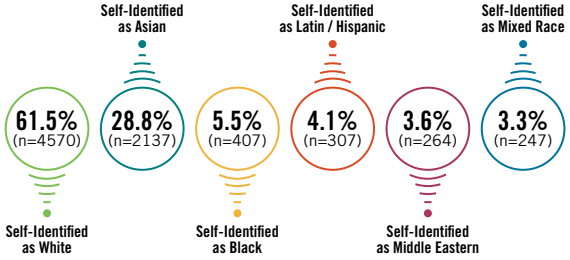
*Note: not reportable due to the small sample size.

INSTITUTIONAL OVERVIEW: ETHNOCULTURAL IDENTITIES

REPRESENTATION RATES: ALL EMPLOYEES

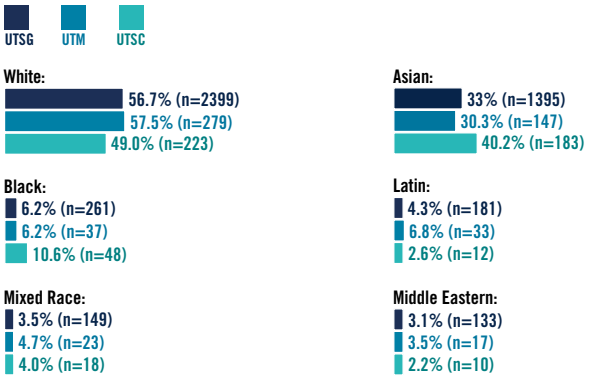
Figure 1 reflects the general ethnocultural identities that University of Toronto employees have self-identified on the Employment Equity Survey. Respondents identifying with multiple identities are counted in each category selected. In each case, n = the number of respondents who have self-identified in each relevant category.

Figure 1



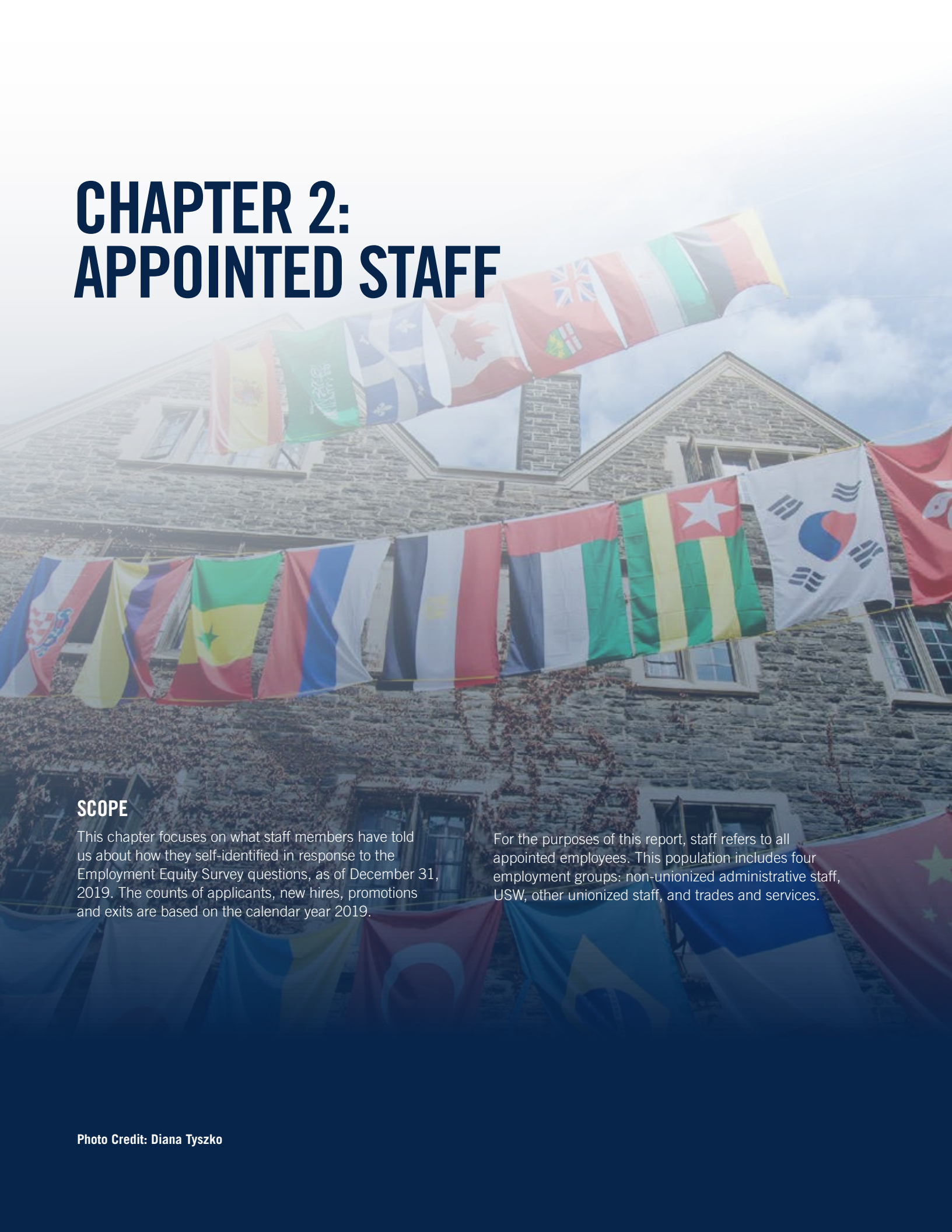
In each case n = the number of respondents who self-identified in each category.

REPRESENTATION RATES: TRI-CAMPUS



For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

CHAPTER 2: APPOINTED STAFF



SCOPE

This chapter focuses on what staff members have told us about how they self-identified in response to the Employment Equity Survey questions, as of December 31, 2019. The counts of applicants, new hires, promotions and exits are based on the calendar year 2019.

For the purposes of this report, staff refers to all appointed employees. This population includes four employment groups: non-unionized administrative staff, USW, other unionized staff, and trades and services.

Photo Credit: Diana Tyszko

HIGHLIGHTS

We are continuing to diversify our workforce in a number of areas.

A. WE HAVE MORE STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR THAN EVER BEFORE

We see year over year increases in our staff composition for respondents who self-identify as racialized persons or persons of colour.

B. RATE OF PROMOTIONS WENT UP FOR WOMEN, LGBQ2S+, AND PERSONS WITH DISABILITIES

We continue to advance the principles of equity, diversity and inclusion with the aim of improving the representation of women and other under-represented groups at all levels.

C. RECRUITMENT AND RETENTION OF DIVERSE INDIVIDUALS: THE NUMBER OF NEW HIRES WAS EQUAL TO OR HIGHER FOR ALL GROUPS THAN EXITS

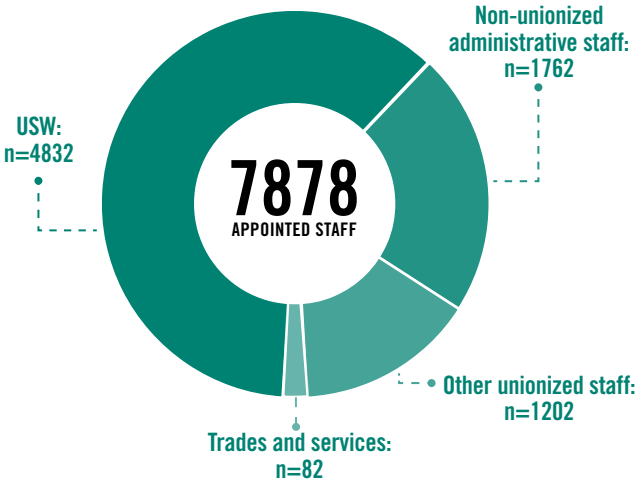
Attracting, retaining, and engaging diverse populations will help our workforce composition to continue making positive shifts, and will bring a diversity in talents and ideas to our community.

D. INCREASES IN THE PROPORTION OF STAFF RESPONDENTS THAT SELF-IDENTIFIED AS BLACK: FROM 6% IN THE PREVIOUS YEAR'S REPORT TO 6.7%

For the first time, an analysis of representation and intersectional identities for individuals self-identifying as Black has been included allowing us to better identify areas that may need additional focus and to better respond to the needs of our unique community.

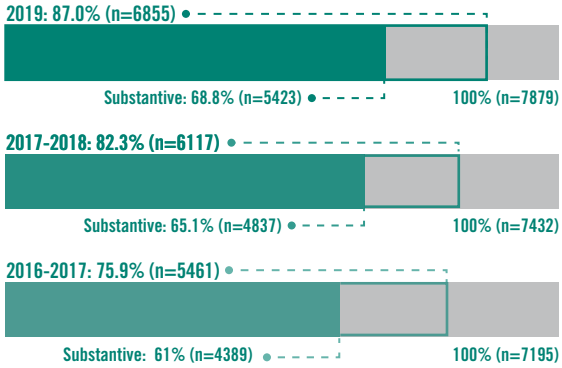
OUR STAFF COMPOSITION

As of December 31, 2019, there were 7878 appointed staff in different employment groups:



RESPONSE RATES FOR STAFF

The staff response rate continued its trend of year over year increases.



Response Rate: 4.7% (n=738)

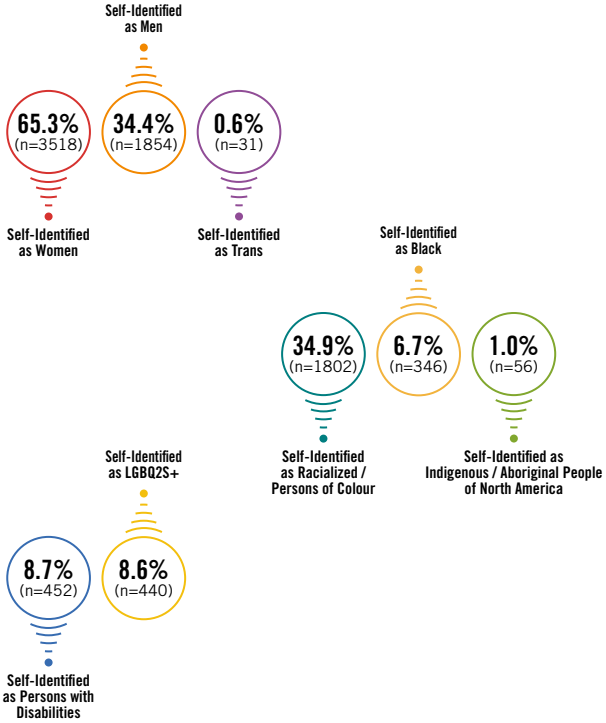
Improvement from 2017-18:

Substantive Rate: 68.8% (n=5423)

vs Overall Rate: 87.0% (n=6855)

REPRESENTATION RATES FOR APPOINTED STAFF

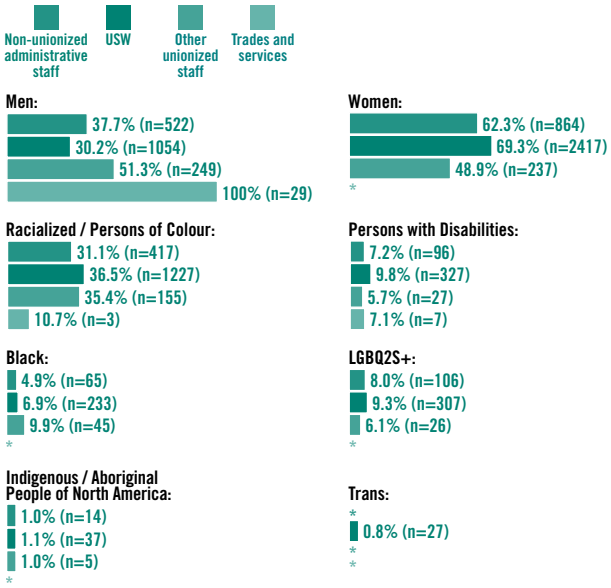
Responses reflect how appointed staff self-identified in the Employment Equity Survey. Any response indicating "I choose not to answer" are not included in percentage calculations. The following are some of the ways in which appointed staff self-identified:



In each case n = the number of respondents who self-identified in each category.

Photo Credit: Diana Tyszko

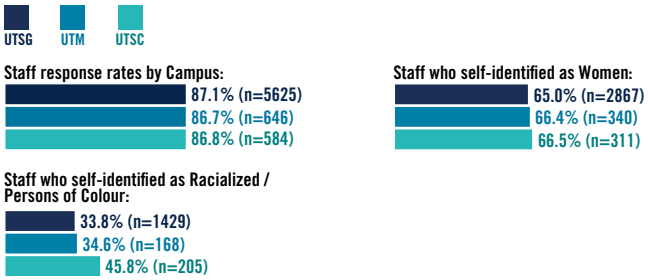
REPRESENTATION RATES BY STAFF EMPLOYEE GROUP



*Note: not reportable due to the small sample size.

TRI-CAMPUS REPRESENTATION RATES FOR APPOINTED STAFF

The composition of our staff across the campuses can help provide insights into how reflective our workforce is of their unique communities.



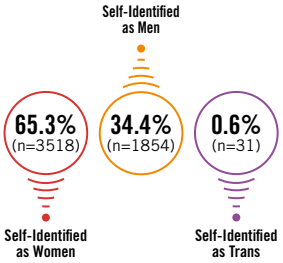
For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

GENDER AND GENDER IDENTITIES

This category captures a person's internal and individual experience of gender. It includes a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same or different from their birth-assigned sex.

Employees were able to select any combination of an expanded list of gender and gender identities, including trans, two-spirit, and another gender identity (with specification option). For this survey, we will be using trans to include those who self-identified as trans, two-spirit or another gender identity.

Of staff:



In each case n = the number of respondents who self-identified in each category.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS WOMEN

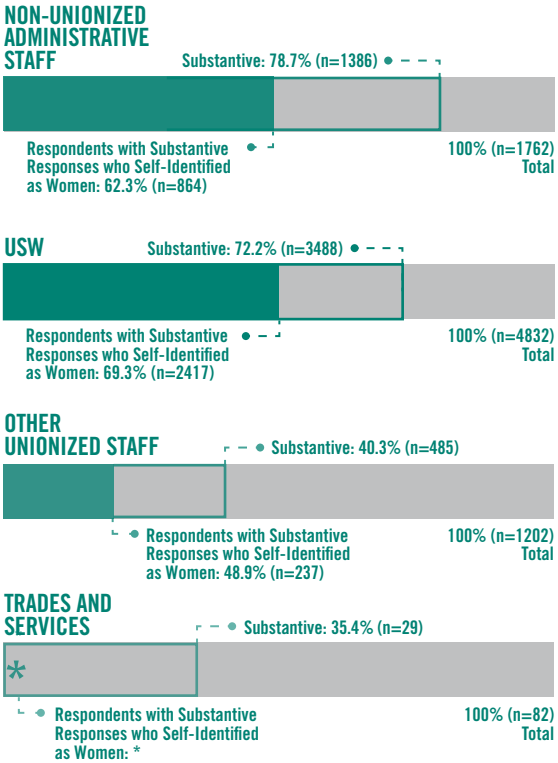
Representation Analysis **(Figure 2)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS WOMEN

65.3% (n=3518) of all appointed staff self-identified as women.

Employment Group Breakdown:

Figure 2



*Note: not reportable due to the small sample size.

1.1 %

The proportion of Other Unionized staff who self-identified as women decreased by 1.1% from the previous reporting period.

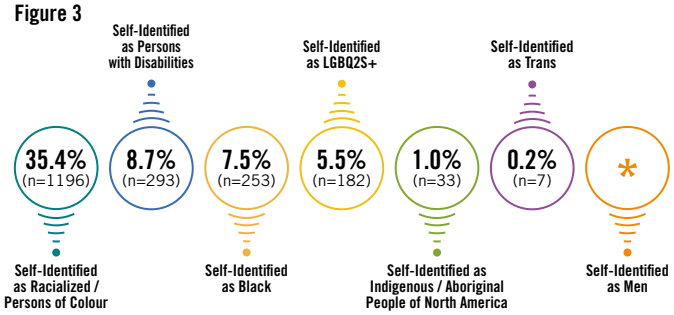
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS WOMEN

Identifying the types of intersectional identities that exist among our staff **(Figure 3)** enables us to better understand the experiences of staff who self-identified as women who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS WOMEN

Of all appointed staff who self-identified as Women:

Figure 3



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

2.5%

The proportion of staff who self-identified as women and as Racialized / Persons of colour increased by 2.5% from the previous reporting period.

OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFY AS WOMEN

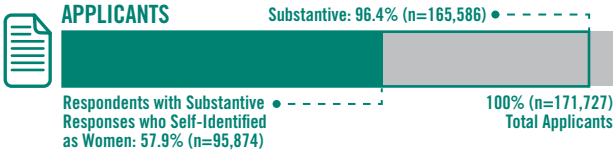
Our workforce data **(Figure 4)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff exits who self-identify as women (65.1%) exceeds the proportion of the same group's new hires (63.7%) from the University by 1.4%.

SUMMARY OF APPLICANTS:

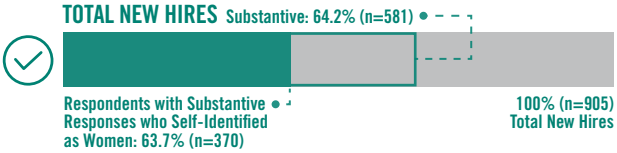
In 2019, there were 171,727 applicants to staff job opportunities with the University. Of these, 167,584 (97.6%) responded substantively to the survey and 165,586 responded substantively to this question.

Figure 4



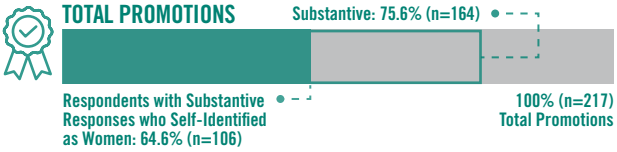
SUMMARY OF NEW HIRES:

In 2019, there were 905 new hires to the University. Of these, 583 (64.4%) responded substantively to the survey and 581 responded substantively to this question.



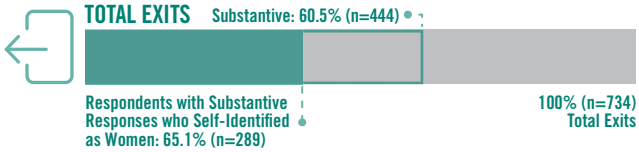
SUMMARY OF PROMOTIONS:

In 2019, 217 staff received promotions. Of these, 166 (76.5%) substantively responded to the survey and 164 responded substantively to this question.



SUMMARY OF EXITS:

In 2019, there were 734 staff who left the University. Of these, 448 (61.0%) substantively responded to the survey and 444 responded substantively to this question.



1.1%

The proportion of applicants who self-identified as women decreased by 1.1% from the previous reporting period.

6.0%

The proportion of staff who self-identified as women and received a promotion within the University decreased by 6% from the previous reporting period.

4.6%

The proportion of staff who self-identified as women and left the University increased by 4.6% from the previous reporting period.

Applicants: n= the number of individuals who applied to staff job opportunities with the University

New Hires: n= the number of respondents were a new hire to the University

Promotions: n= the number of respondents received a promotion within the University

Exits: n= the number of respondents left the University

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS MEN

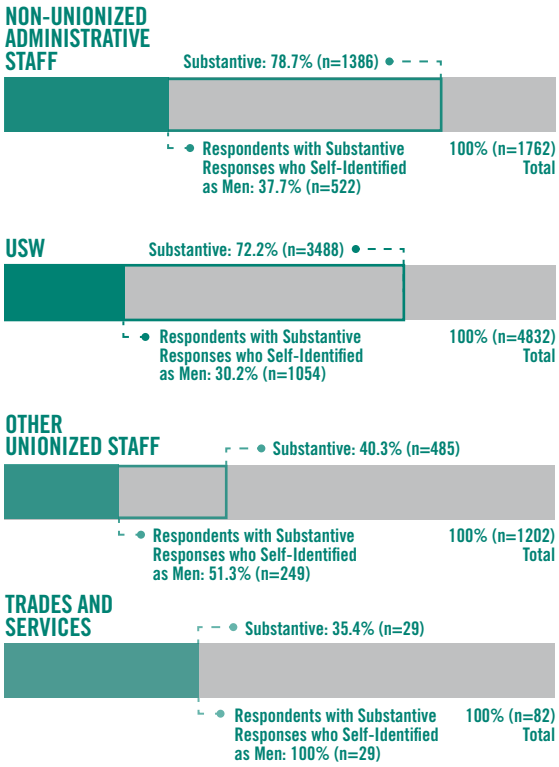
Representation Analysis **(Figure 5)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS MEN

34.4% (n=1854) of all staff respondents self-identified as men.

Employment Group Breakdown:

Figure 5



1.3% The proportion of Other unionized staff who self-identified as men increased by 1.3% from the previous reporting period.

4% The proportion of Trades & Services staff who self-identified as men increased by 4% from the previous reporting period.

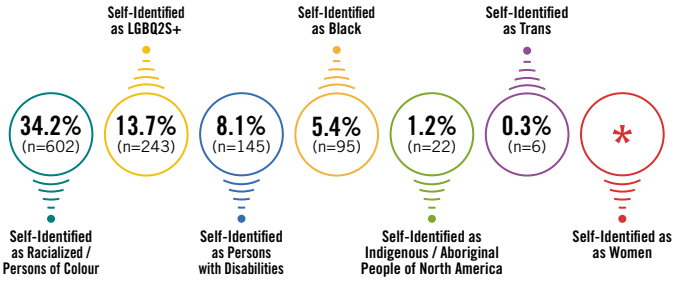
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS MEN

Identifying the types of intersectional identities that exist among our staff **(Figure 6)** enables us to better understand the experiences of staff who self-identified as men who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS MEN

Of all appointed staff who self-identified as Men:

Figure 6



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS TRANS

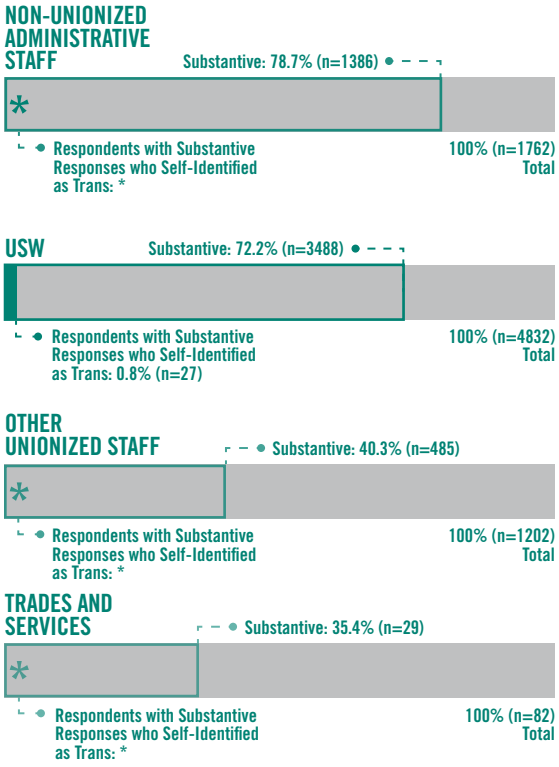
Representation Analysis **(Figure 7)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION RATES: STAFF WHO SELF-IDENTIFIED AS TRANS

0.6% (n=31) of all appointed staff self-identified as trans.

Employment Group Breakdown:

Figure 7



*Note: not reportable due to the small sample size.

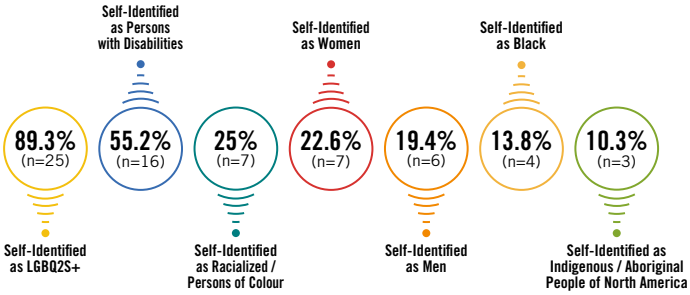
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS TRANS

Identifying the types of intersectional identities that exist among our staff **(Figure 8)** enables us to better understand the experiences of staff who self-identified as trans who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS TRANS

Of all appointed staff who self-identified as Trans:

Figure 8



In each case n = the number of respondents who self-identified in each category.

2.3% The proportion of staff who self-identified as trans and as Racialized / Persons of Colour decreased by 2.3% from the previous reporting period.

4.7% The proportion of staff who self-identified as Trans and as Black increased by 4.7% from the previous reporting period.

18.8% The proportion of staff who self-identified as Trans and as a persons with a disability increased by 18.8% from the previous reporting period.

6.7% The proportion of staff who self-identified as Trans and as LGBQ2S+ increased by 6.7% from the previous reporting period.

Photo Credit: Ken Jones

RACIALIZED / PERSONS OF COLOUR

This category captures information about people who self-identified as racialized / persons of colour and self-identified as non-Caucasian or non-white, regardless of place of birth or citizenship. This category may include those who self-identified as both racialized / persons of colour and Indigenous / Aboriginal People of North America.

Employees identifying as racialized / persons of colour can identify in any number of other categories that help inform their own social identities.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

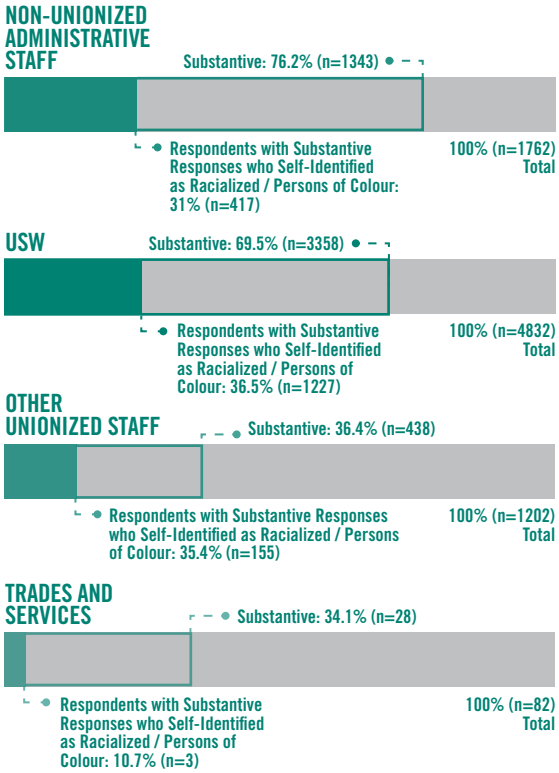
Representation Analysis **(Figure 9)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

34.9% (n=1802) of all appointed staff self-identified as Racialized / Persons of Colour.

Employment Group Breakdown:

Figure 9



1.9% The proportion of all appointed staff who self-identified as Racialized / Persons of Colour increased by 1.9% from the previous reporting period.

2.0% The proportion of Non-unionized admin staff who self-identified as Racialized / Persons of Colour increased by 2% from the previous reporting period.

1.5% The proportion of USW staff who self-identified as Racialized / Persons of Colour increased by 1.5% from the previous reporting period.

Photo Credit: Ken Jones

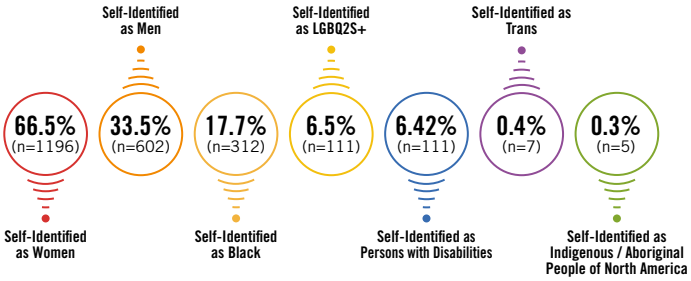
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

Identifying the types of intersectional identities that exist among our staff **(Figure 10)** enables us to better understand the experiences of staff who self-identified as Racialized / Persons of Colour who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSON OF COLOUR

Of all appointed staff who self-identified as Racialized / Person of Colour:

Figure 10



In each case n = the number of respondents who self-identified in each category.

1.5% The proportion of staff who self-identified as Racialized / Persons of Colour and as women increased by 1.5% from the previous reporting period.

OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

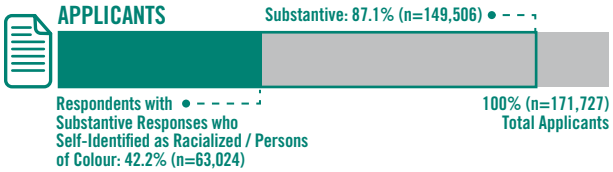
Our workforce data **(Figure 11)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff new hires who self-identified as racialized / persons of colour (39.7%) exceeds the proportion of the same groups' exits (27.8%) from the University by almost 12%, up from 6% in 2018.

SUMMARY OF APPLICANTS:

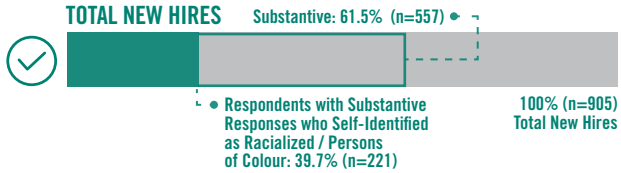
In 2019, there were 171,727 applicants to staff job opportunities with the University. Of these, 167,584 (97.6%) responded substantively to the survey and 149,506 responded substantively to this question.

Figure 11



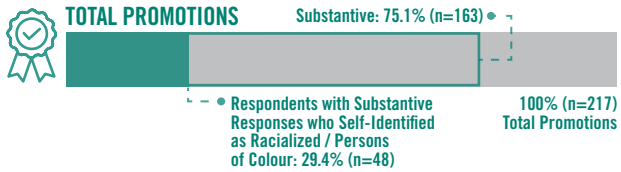
SUMMARY OF NEW HIRES:

In 2019, there were 905 new hires to the University. Of these, 583 (64.4%) responded substantively to the survey and 557 responded substantively to this question.



SUMMARY OF PROMOTIONS:

In 2019, 217 staff received promotions. Of these, 166 (76.5%) substantively responded to the survey and 163 responded substantively to this question.



SUMMARY OF EXITS:

In 2019, there were 734 staff who left the University. Of these, 448 (61.0%) substantively responded to the survey and 431 responded substantively to this question.

1.7% The proportion of applicants who self-identified as Racialized / Persons of Colour increased by 1.7% from the previous reporting period.

5.7% The proportion of staff who self-identified as Racialized / Persons of Colour and were a new hire to the University increased by 5.7% from the previous reporting period.

7.3% The proportion of staff who self-identified as Racialized / Persons of Colour and received a promotion within the University decreased by 7.3% from the previous reporting period.

2.2% The proportion of staff who self-identified as Racialized / Persons of Colour and left the University decreased by 2.2% from the previous reporting period.

Applicants: n= the number of individuals who applied to staff job opportunities with the University

New Hires: n= the number of respondents were a new hire to the University

Promotions: n= the number of respondents received a promotion within the University

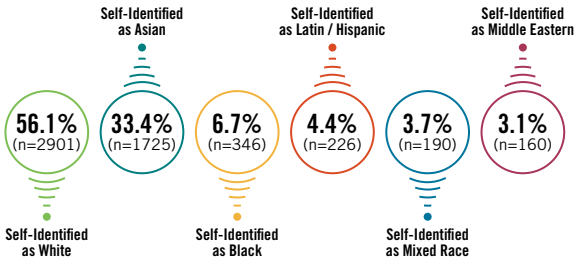
Exits: n= the number of respondents left the University

Photo Credit: Jill Clark

OUR ETHNOCULTURAL IDENTITIES: APPOINTED STAFF

This section focuses on the general ethnocultural identity of appointed staff at the University of Toronto.

APPOINTED STAFF: ETHNOCULTURAL IDENTITIES



In each case n = the number of respondents who self-identified in each category. For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

OUR ETHNOCULTURAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS BLACK

This section reviews the sub-category of individuals who self-identified as Black. This information is included in the overall assessment of ethnocultural identities, but has been highlighted specifically to support parallel initiatives underway at the University analyzing the experience of our Black colleagues.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS BLACK

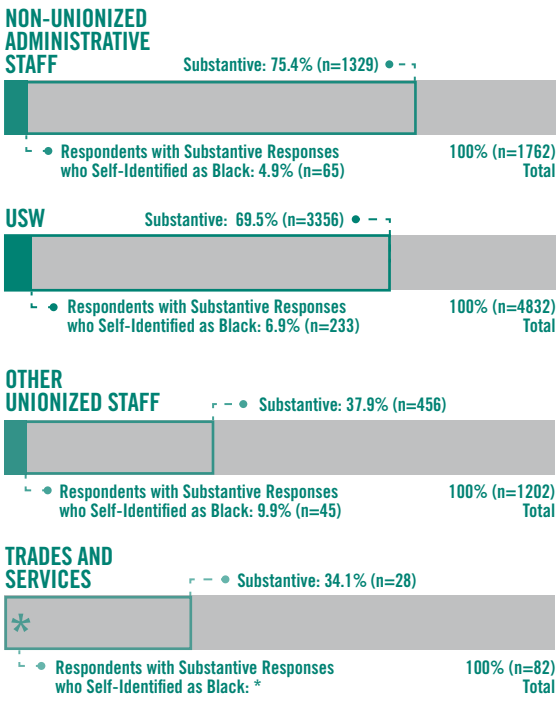
Representation Analysis **(Figure 12)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS BLACK

6.7% (n=346) of all appointed staff self-identified as Black.

Employment Group Breakdown:

Figure 12



*Note: not reportable due to the small sample size.

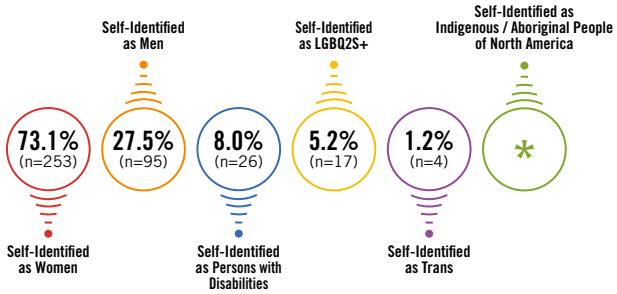
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS BLACK

Identifying the types of intersectional identities that exist among our staff **(Figure 13)** enables us to better understand the experiences of staff who self-identified as Black who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS BLACK

Of all appointed staff who self-identified as Black:

Figure 13



In each case n = the number of respondents who self-identified in each category.

1.5% The proportion of staff who self-identified as Black and as Women increased by 1.5% from the previous reporting period.

1.3% The proportion of staff who self-identified as Black and as Men decreased by 1.3% from the previous reporting period.

1.2% The proportion of staff who self-identified as Black and as Persons with a Disability increased by 1.5% from the previous reporting period.

*Note: not reportable due to the small sample size.

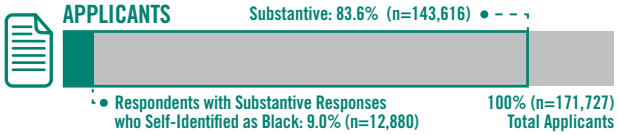
OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS BLACK

Our workforce data **(Figure 14)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.
The proportion of staff new hires who self-identified as Black (7.9%) exceeds the proportion of the same group's exits (6.8%) from the University by 1.1%.

SUMMARY OF APPLICANTS:

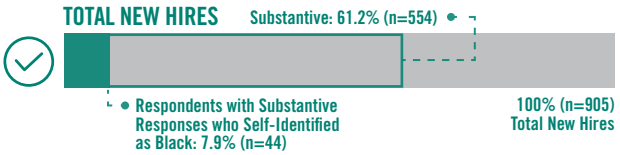
In 2019, there were 171,727 applicants to staff job opportunities with the University. Of these, 167,584 (97.6%) responded substantively to the survey and 143,616 responded substantively to this question.

Figure 14



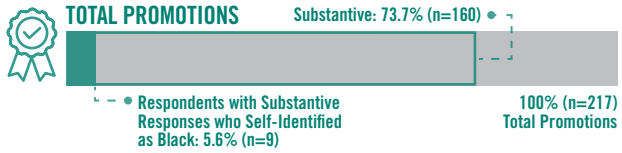
SUMMARY OF NEW HIRES:

In 2019, there were 905 new hires to the University. Of these, 583 (64.4%) responded substantively to the survey and 554 responded substantively to this question.



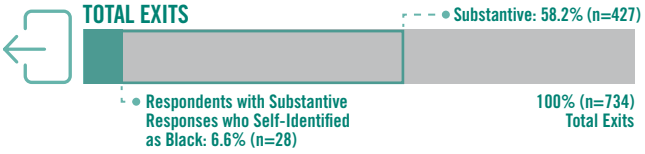
SUMMARY OF PROMOTIONS:

In 2019, 217 staff received promotions. Of these, 166 (76.5%) substantively responded to the survey and 160 responded substantively to this question.



SUMMARY OF EXITS:

In 2019, there were 734 staff who left the University. Of these, 448 (61.0%) substantively responded to the survey and 427 responded substantively to this question.



1.1% The proportion of staff who self-identified as Black and received a promotion within the University increased by 1.1% from the previous reporting period.

Applicants: n= the number of individuals who applied to staff job opportunities with the University

New Hires: n= the number of respondents were a new hire to the University

Promotions: n= the number of respondents received a promotionwithin the University

Exits: n= the number of respondents left the University

Photo Credit: Nick Iwanyshyn

INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

This category captures persons who identified as First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (United States). This self-identification area was updated in 2017 to better align with North American Indigenous / Aboriginal communities' definitions.

Employees identifying as Indigenous / Aboriginal People of North America can identify in any other categories that help inform their own social identities.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

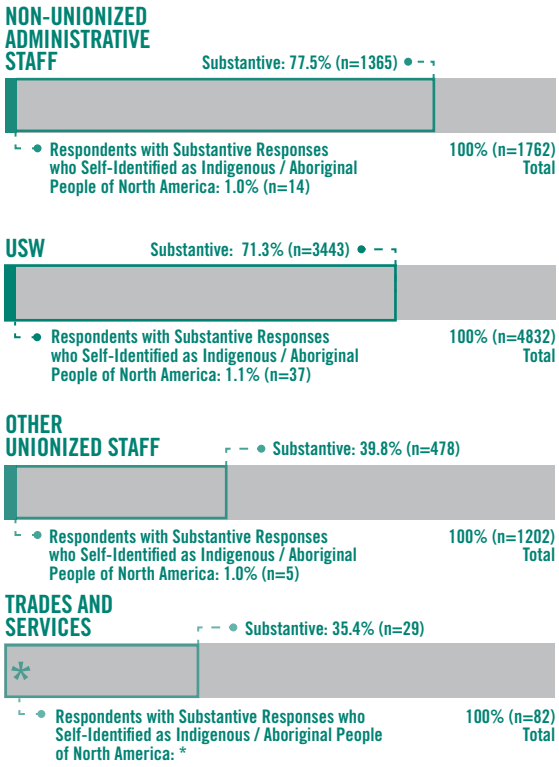
Representation Analysis **(Figure 15)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

1.1% (n=56) of all staff who self-identified as Indigenous / Aboriginal People of North America.

Employment Group Breakdown:

Figure 15



*Note: not reportable due to the small sample size.

Photo Credit: Kristina Doyle

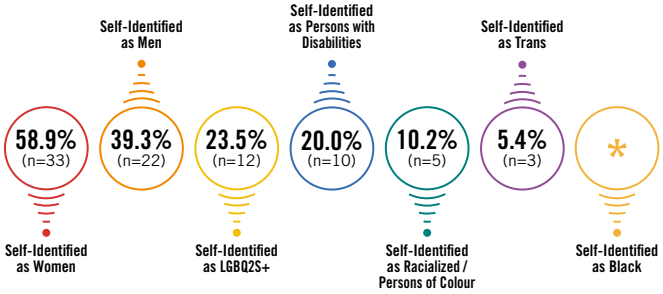
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Identifying the types of intersectional identities that exist among our staff **(Figure 16)** enables us to better understand the experiences of staff who self-identified as Indigenous / Aboriginal People of North America who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Of all appointed staff who self-identified as Indigenous / Aboriginal People of North America:

Figure 16



In each case n = the number of respondents who self-identified in each category.

1.1% The proportion of staff who self-identified as Indigenous / Aboriginal People of North America and as women decreased by 1.1% from the previous reporting period.

3% The proportion of staff who self-identified as Indigenous / Aboriginal People of North America and as persons with disabilities decreased by 3% from the previous reporting period.

1.5% The proportion of staff who self-identified Indigenous / Aboriginal People of North America and as LGBQ2S+ decreased by 1.5% from the previous reporting period.

*Note: not reportable due to the small sample size.

OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Our workforce data **(Figure 17)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

SUMMARY OF APPLICANTS:

In 2019, there were 171,727 applicants to staff job opportunities with the University. Of these, 167,584 (97.6%) responded substantively to the survey and 158,312 responded substantively to this question.

Figure 17

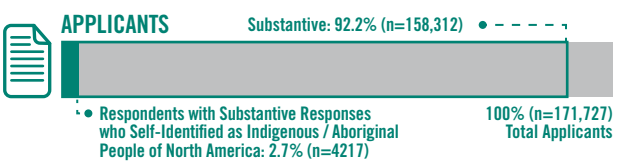
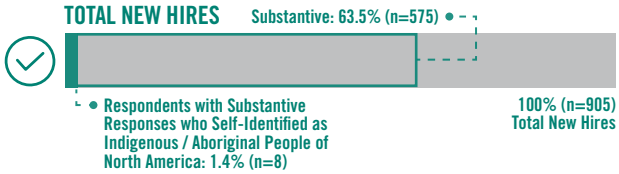


Photo Credit: Stephen Dagg

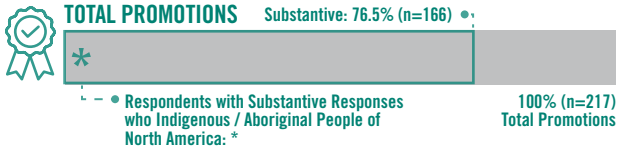
SUMMARY OF NEW HIRES:

In 2019, there were 905 new hires to the University. Of these, 583 (64.4%) responded substantively to the survey and 575 responded substantively to this question.



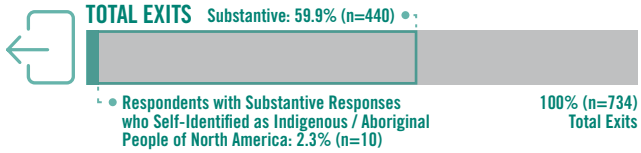
SUMMARY OF PROMOTIONS:

In 2019, 217 staff received promotions. Of these, 166 (76.5%) substantively responded to the survey and 165 responded substantively to this question.



SUMMARY OF EXITS:

In 2019, there were 734 staff who left the University. Of these, 448 (61.0%) substantively responded to the survey and 440 responded substantively to this question.



*Note: not reportable due to the small sample size.

1.5% The proportion of staff who self-identified as Indigenous / Aboriginal People of North America and left the University increased by 1.5% from the previous reporting period.

Applicants: n= the number of individuals who applied to staff job opportunities with the University

New Hires: n= the number of respondents were a new hire to the University

Promotions: n= the number of respondents received a promotion within the University

Exits: n= the number of respondents left the University

PERSONS WITH DISABILITIES

This category captures those who have long-term recurring physical, mental, sensory, psychiatric, and/or learning impairment(s), and consider themselves disadvantaged in employment or believe that an employer is likely to consider them to be disadvantaged.

Employees could self-identified as having a visible disability and/or a non-visible disability.

Employees identifying as persons with disabilities can identify in any other categories that help inform their own social identities.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED WITH DISABILITIES

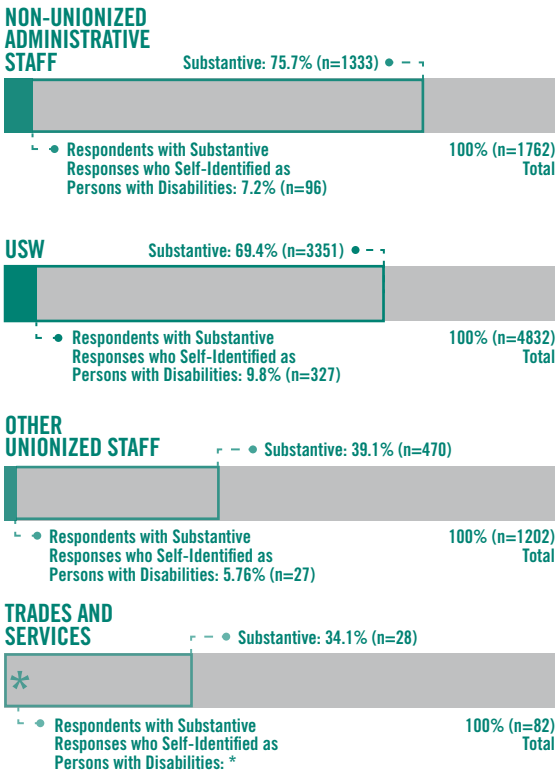
Representation Analysis **(Figure 18)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED WITH DISABILITIES

8.7% (n=452) of staff who self-identified as a person with disabilities.

Employment Group Breakdown:

Figure 18



*Note: not reportable due to the small sample size.

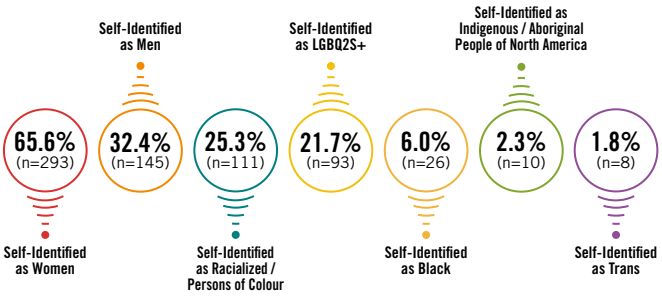
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED WITH DISABILITIES

Identifying the types of intersectional identities that exist among our staff **(Figure 19)** enables us to better understand the experiences of staff who self-identified with disabilities who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED WITH A DISABILITY

Of all appointed staff who self-identified as Persons with Disabilities:

Figure 19



In each case n = the number of respondents who self-identified in each category.

3.3%

The proportion of staff who self-identified as Persons with Disabilities and as Racialized / Persons of Colour decreased by 3% from the previous reporting period.

2.7%

The proportion of staff who self-identified as Persons with Disabilities and LGBQ2S+ increased by 2.7% from the previous reporting period.

OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED WITH DISABILITIES

Our workforce data **(Figure 20)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

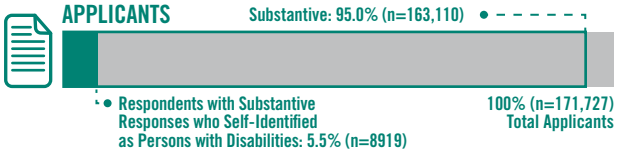
The proportion of staff exits who self-identified as persons with disabilities (10.3%, n=44) exceeds the proportion of the same group's new hires (11.2%, n=63) from the University by almost 1%.

Photo Credit: Don Campbell

SUMMARY OF APPLICANTS:

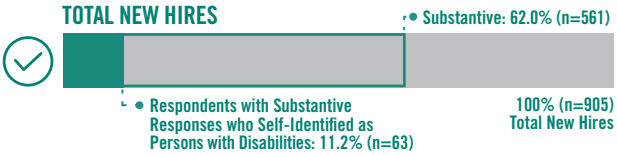
In 2019, there were 171,727 applicants to staff job opportunities with the University. Of these, 167,584 (97.6%) responded substantively to the survey and 163,110 responded substantively to this question.

Figure 20



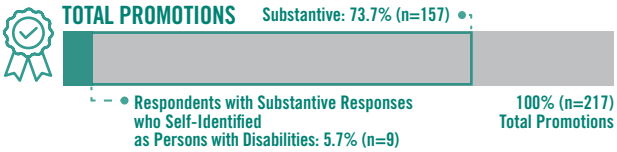
SUMMARY OF NEW HIRES:

In 2019, there were 905 new hires to the University. Of these, 583 (64.4%) responded substantively to the survey and 561 responded substantively to this question.



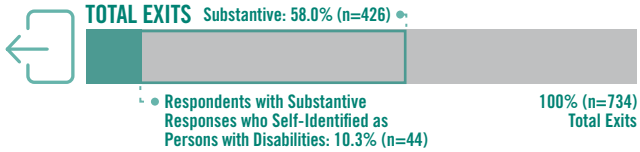
SUMMARY OF PROMOTIONS:

In 2019, 217 staff received promotions. Of these, 166 (76.5%) substantively responded to the survey and 157 responded substantively to this question.



SUMMARY OF EXITS:

In 2019, there were 734 staff who left the University. Of these, 448 (61.0%) substantively responded to the survey and 426 responded substantively to this question.



2.6%

The proportion of staff who self-identified as persons with disabilities and were a new hire to the University increased by 2.6% from the previous reporting period.

Applicants: n= the number of individuals who applied to staff job opportunities with the University

New Hires: n= the number of respondents were a new hire to the University

Promotions: n= the number of respondents received a promotion within the University

Exits: n= the number of respondents left the University

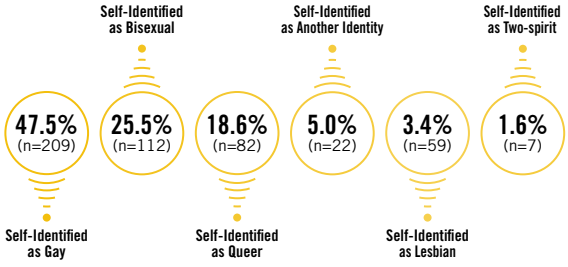
Photo Credit: Drew Lesiuczok

SEXUAL ORIENTATION

There is no explicit definition of "Sexual orientation"[1] by the Ontario Human Rights Code as the Code acknowledges the wide range "of human sexuality from gay and lesbian to bisexual and heterosexual orientations, including intimate emotional and romantic attachments and relationships." Excerpt from the Ontario Human Rights Commission's "Policy on discrimination and harassment because of sexual orientation." For this survey's purpose, employees could select any combination of sexual orientations from an expanded list, including gay, lesbian, straight/heterosexual, bisexual, queer, two-spirit, and another identity (with specification option). LGBQ2S+ refers to persons who identify with a sexual orientation(s) other than heterosexual.

Employees identifying as LGBQ2S+ can identify any other categories that help inform their own social identities.

OUR LGBQ2S+ STAFF COMMUNITY:



In each case n = the number of respondents who self-identified in each category.

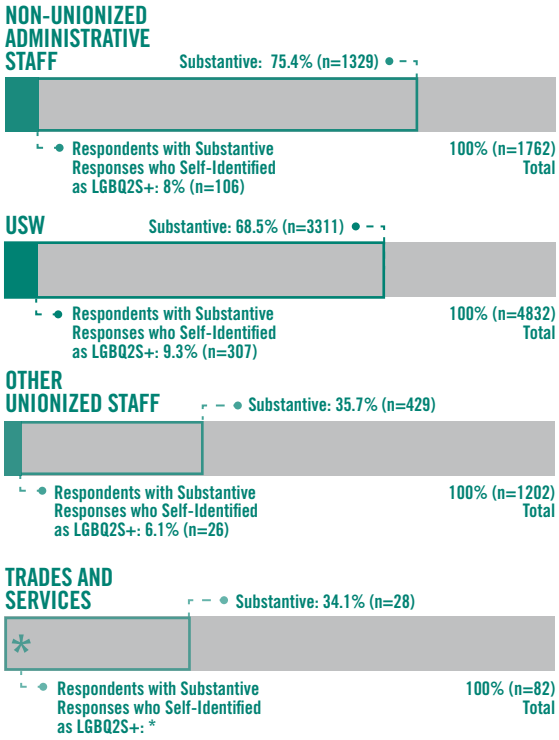
REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS LGBQ2S+

Representation Analysis **(Figure 21)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS LGBQ2S+

8.6% (n=440) of staff self-identified as LGBQ2S+. Employment Group Breakdown:

Figure 21



*Note: not reportable due to the small sample size.

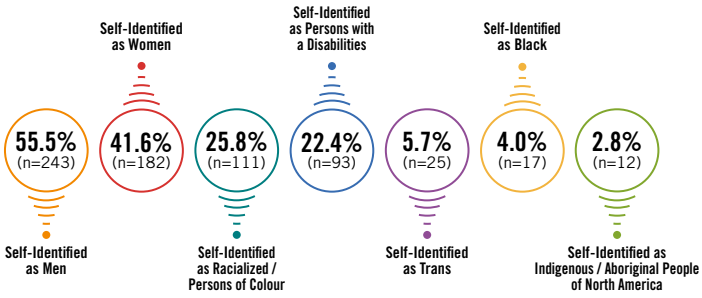
INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS LGBQ2S+

Identifying the types of intersectional identities that exist among our staff **(Figure 22)** enables us to better understand the experiences of staff who self-identified as LGBQ2S+ who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS LGBQ2S+

Of all appointed staff who self-identified as LGBQ2S+:

Figure 22



In each case n = the number of respondents who self-identified in each category.

3.4% The proportion of staff who self-identified as LGBQ2S+ and as Persons with Disabilities increased by 3.4% from the previous reporting period.

OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS LGBQ2S+

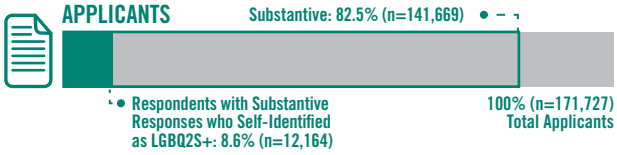
Our workforce data **(Figure 23)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff new hires who self-identified as LGBQ2S+ (11.6%, n=64) exceeds the proportion of the same groups' exits (11.1%, n=46) from the University.

SUMMARY OF APPLICANTS:

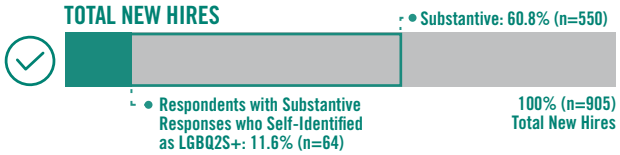
In 2019, there were 171,727 applicants to staff job opportunities with the University. Of these, 167,584 (97.6%) responded substantively to the survey and 141,669 responded substantively to this question.

Figure 23



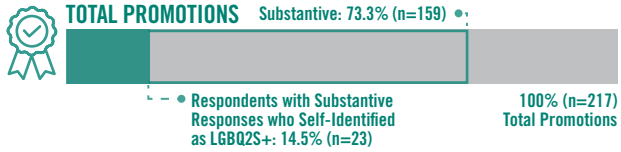
SUMMARY OF NEW HIRES:

In 2019, there were 905 new hires to the University. Of these, 583 (64.4%) responded substantively to the survey and 550 responded substantively to this question.



SUMMARY OF PROMOTIONS:

In 2019, 217 staff received promotions. Of these, 166 (76.5%) substantively responded to the survey and 159 responded substantively to this question.



SUMMARY OF EXITS:

In 2019, there were 734 staff who left the University. Of these, 448 (61.0%) substantively responded to the survey and 416 responded substantively to this question.

2.8% The proportion of staff who self-identified as LGBQ2S+ and were a new hire to the University increased by 2.8% from the previous reporting period.

7.4% The proportion of staff who self-identified as LGBQ2S+ and received a promotion within the University increased by 7.4% from the previous reporting period.

1.4% The proportion of staff who self-identified as LGBQ2S+ and left the University increased by 1.4% from the previous reporting period.

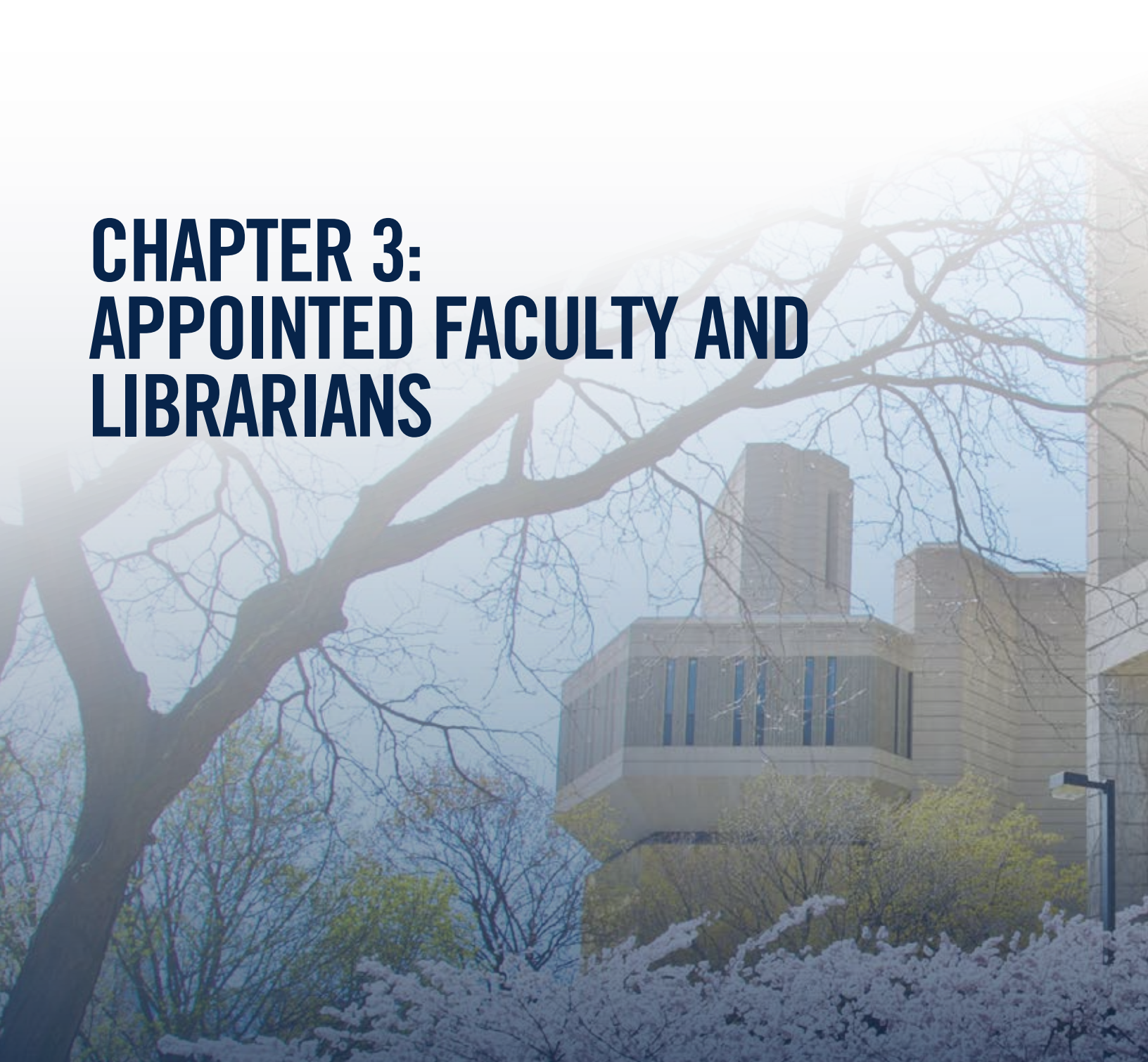
Applicants: n= the number of individuals who applied to staff job opportunities with the University

New Hires: n= the number of respondents were a new hire to the University

Promotions: n= the number of respondents received a promotion within the University

Exits: n= the number of respondents left the University

CHAPTER 3: APPOINTED FACULTY AND LIBRARIANS



SCOPE

For the first time, this report includes a chapter focusing specifically on faculty and librarians based on their responses to the University's Equity Survey as of December 31, 2019. This chapter focuses entirely on how faculty and librarian survey respondents self-identified in response to the six survey questions.

For the purposes of this report, faculty refers to appointed faculty across all ranks. This includes all full-time faculty appointed in the tenure stream and continuing teaching stream faculty who are shown separately.

For the purposes of reporting on survey data all contractually limited term faculty and all part-time limited term faculty are shown as "Other". This group also includes a limited number of clinical faculty for whom the University of Toronto serves as the employer.

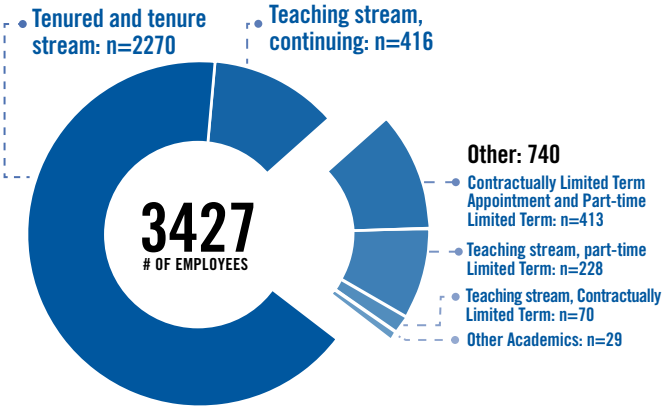
This chapter also reports on both permanent status or permanent status stream, and non permanent status stream librarians at all ranks (Lib I, Lib II, Lib III, Lib IV).

Photo Credit: Diana Tyszko

Photo Credit: Stephen Dagg

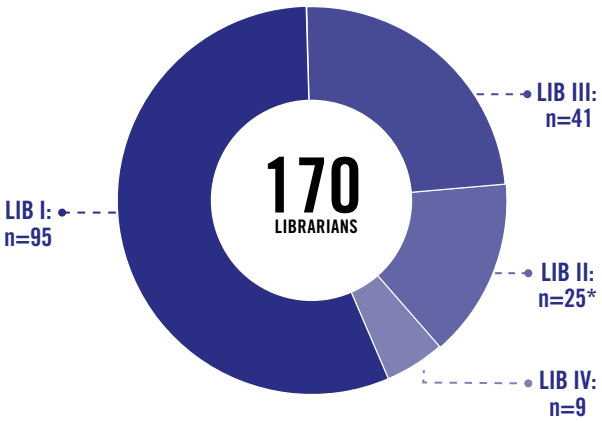
FACULTY POPULATION

The population referred to is effective December 31, 2019, and includes 3427 appointed faculty.



LIBRARIAN POPULATION

The population referred to is 170 librarians. This includes both permanent status and permanent status stream librarians and non permanent status stream librarians.



*LIB II includes 25 non permanent status stream

HIGHLIGHTS

A. THE DIVERSITY OF FACULTY IN CONTINUING APPOINTMENTS.

Overall, faculty in continuing appointments (which include tenured/tenure stream faculty and teaching stream faculty in the continuing stream) are as, or more, diverse than faculty in contractually limited term appointments and part-time positions in either stream based on survey responses. This statement relates to the population of respondents, recognizing that the profile of faculty within specific fields, academic units, or ranks varies across the University.

B. 43% OF CONTINUING FACULTY HIRED IN 2019 WERE RACIALIZED / PERSONS OF COLOUR:

Over 40% (n=33) of the 76 faculty hired to continuing tenure stream or teaching stream appointments and who responded to the survey self-identified as racialized / persons of colour.

C. WE HAVE SEEN AN INCREASE IN THE NUMBER AND PERCENTAGE OF FACULTY WHO ARE INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA:

The number of faculty who self-identified as Indigenous / Aboriginal People of North America has increased over previous years both absolutely and relatively (from 9 (.61%) in 2017 to 25 (1.13%) in 2019).

D. A COMPARABLE PERCENTAGE OF FACULTY SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR ACROSS THE TRI-CAMPUS:

The percentage of faculty who self-identified as racialized / persons of colour ((20.1% (n=327) UTSG, 20.7% (n=62) UTM, 22.5% (n=57) UTSC)) is remarkably similar across all three campuses.

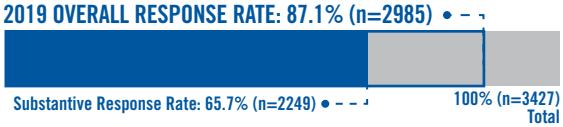
Photo Credit: Tom Spence

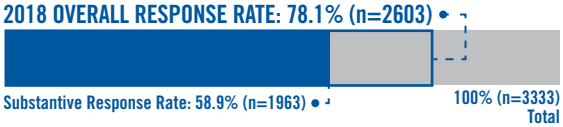
RESPONSE RATES

Initial faculty response rates of all appointed faculty for the first year of this survey in 2016-17 was 59%. This response rate increased significantly in 2017-18 to 78.1% and has increased even further in 2019 to 87.1% (n=2985). The proportion of librarians who have responded has also increased to an impressive 92.4% (n=157).

It is important to highlight that the general response rate includes faculty and librarians who may have responded "I choose not to answer." Consequently, considering what the equity data tells us about the population of faculty and librarians, it is important to focus on the "substantive response rate." In breaking down respondents by equity categories, responses indicating "I choose not to answer" are not included.

APPOINTED FACULTY RESPONSE RATE





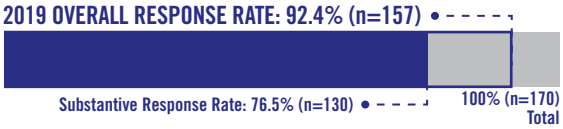
9.0% (n=236)

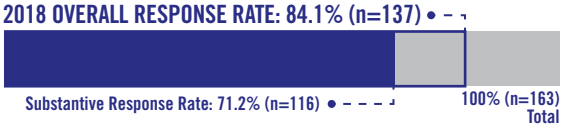
The current overall survey response rate of 87.1% (n=2985) represents a 9% (n=236) improvement over the previous year's rate of 78.1% (n=2603).

6.8% (n=286)

The current substantive response rate of 65.7% represents a 6.8% (n=286) improvement over the previous year's rate of 58.9% (n=1963).

LIBRARIAN RESPONSE RATE





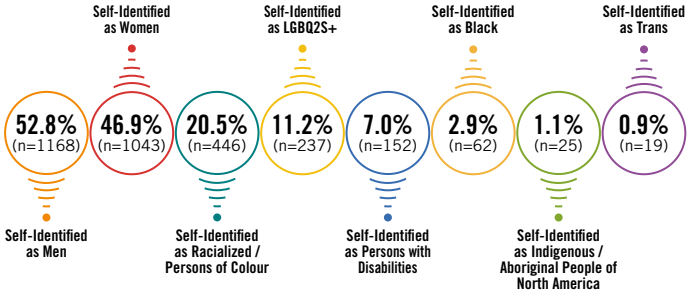
8.3% (n=20)

Improvement in response rate from the previous year's rate of 84.1% (n=137).

Photo Credit: Nick Iwanyshyn

BREAKDOWN OF RESPONSE RATES

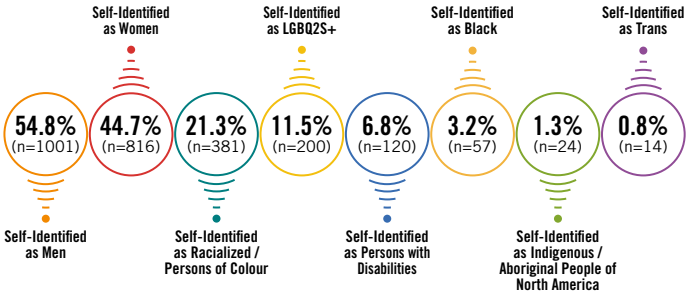
ALL APPOINTED FACULTY



The above are some of the ways in which appointed faculty self-identified.

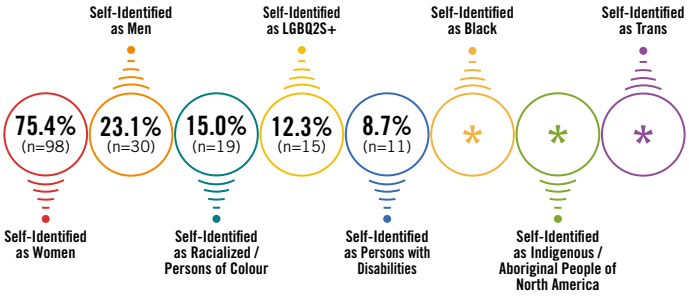
In each case n = the number of respondents who self-identified in each category.

ONLY TENURE STREAM AND CONTINUING STREAM FACULTY



In each case n = the number of respondents who self-identified in each category.

LIBRARIANS



The above are some of the ways in which librarians self-identified.

In each case n = the number of respondents who self-identified in each category.

*Note: not reportable due to the small sample size.

Photo Credit: Diana Tyszko

GENDER AND GENDER IDENTITIES

This category captures a person's internal and individual experience of gender. It includes a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same or different from their birth-assigned sex.

Employees were able to select any combination of an expanded list of gender and gender identities, including trans, two-spirit, and another gender identity (with specification option). For this report trans includes those who self-identified as trans, two-spirit or another gender identity.

Employees identifying as women, men, or trans can identify in any number of other categories that help inform their own social identities. Responses indicating "I choose not to answer" are not included in percentage calculations.

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

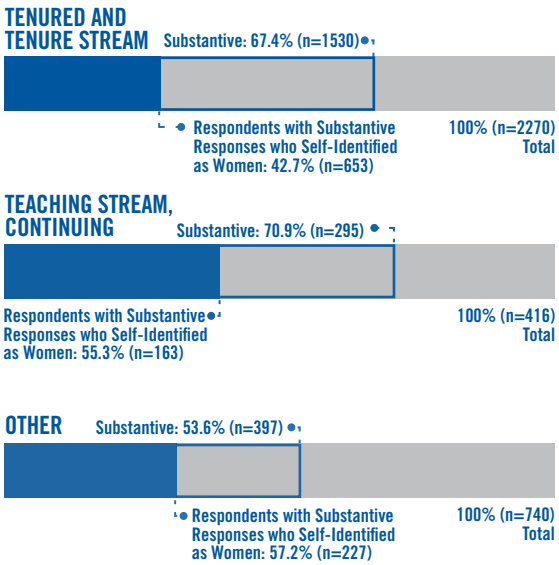
Representation Analysis **(Figure 24)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: ALL APPOINTED FACULTY WHO SELF-IDENTIFIED AS WOMEN

46.9% (n=1043) of all appointed faculty respondents self-identified as Women.

Appointment Category Breakdown:

Figure 24

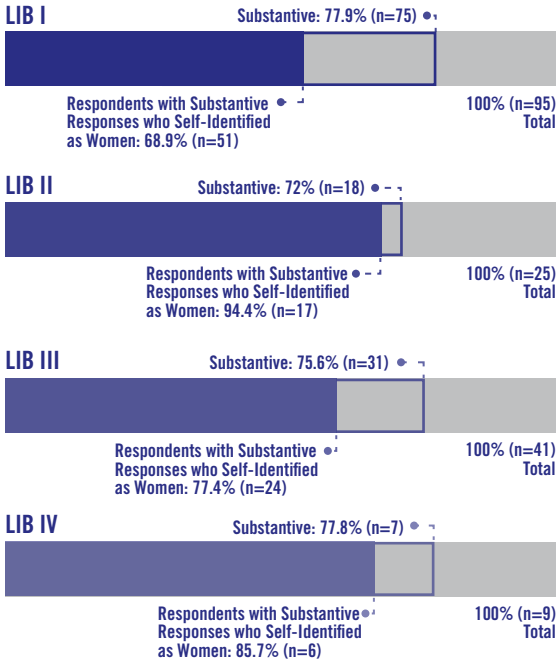


The representation rate of faculty who self-identified as women (46.9%, n=1043) did not notably change from the previous period reported (46.8%, n=905).

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

75.4% (n=98) of all librarian respondents self identified as Women.

Breakdown by Rank:



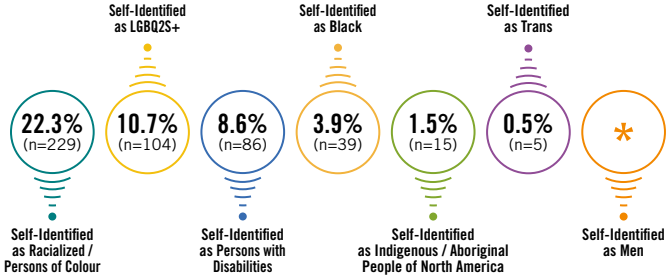
The representation rate of librarians who self-identified as women (75.4%, n=98) did not change significantly from the previous period reported (75.0%, n=87).

INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of women who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS WOMEN

Of all appointed faculty respondents who self-identified as Women:

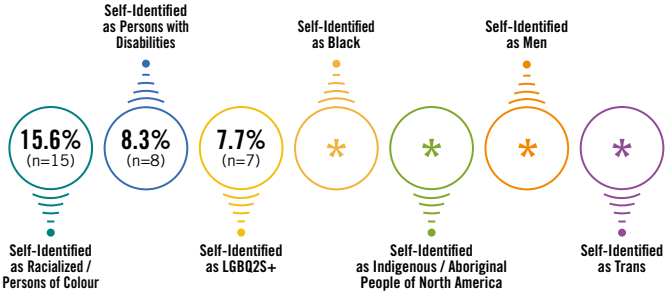


In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to small sample size.

The percentage of faculty members who self-identified as Women and Racialized/ Persons of Colour increased by 1.2% from 21.1% (n=188) in the previous period reported.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Of all librarian respondents who self-identified as Women:



*Note: not reportable due to the small sample size.

REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It enables us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Gap Analysis is available in Appendix E.

+4% Faculty who self-identified as women exceeded the anticipated representation rate by 4%, up from 3% the previous year.

+19% Librarians who self-identified as women exceeded the anticipated representation rate by 19%, down from 21% the previous year

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS MEN

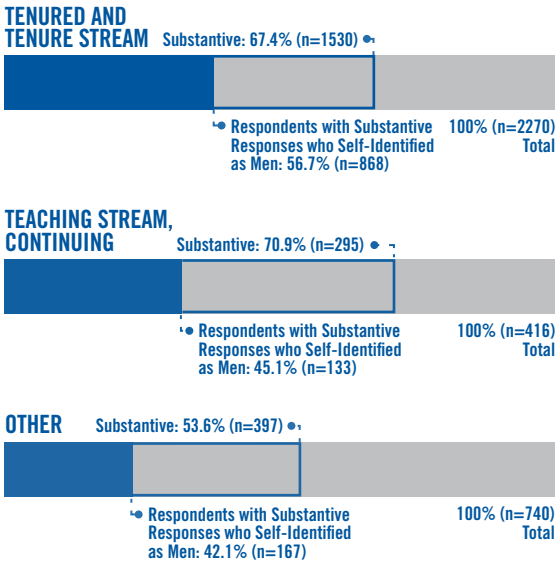
Representation Analysis **(Figure 25)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS MEN

52.6% (n=1168) of all appointed faculty respondents self-identified as Men.

Appointment Category Breakdown:

Figure 25

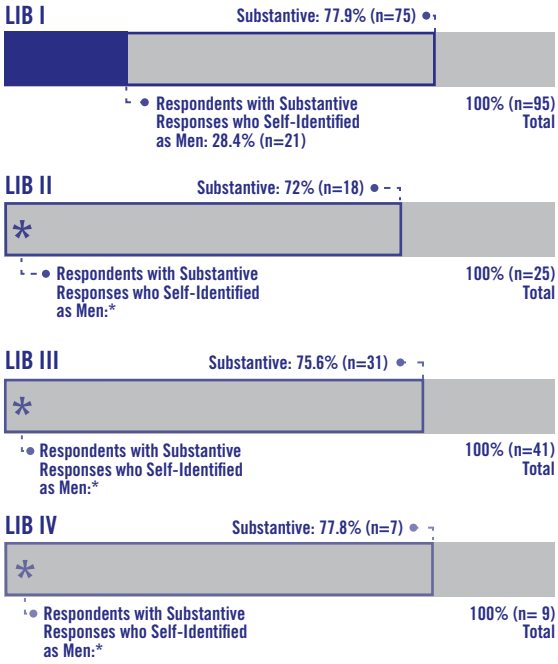


The representation rate of faculty who self-identified as men (52.6%, n=1168) did not notably change from the previous period reported (52.9%, n=1024).

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS MEN

23.1% (n=30) of all librarian respondents self-identified as Men.

Breakdown by rank:



*Note: not reportable due to the small sample size.

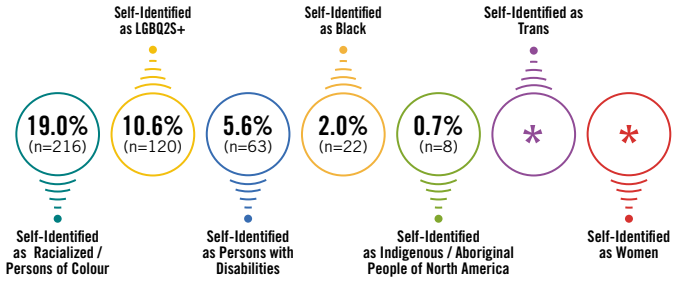
INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS MEN

Identifying the types of intersectional identities **(Figure 26)** that exist among our faculty and librarians enables us to better understand the experiences of men and other designated groups, and we use this information to inform our programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS MEN

Of all appointed faculty respondents who self-identified as Men:

Figure 26

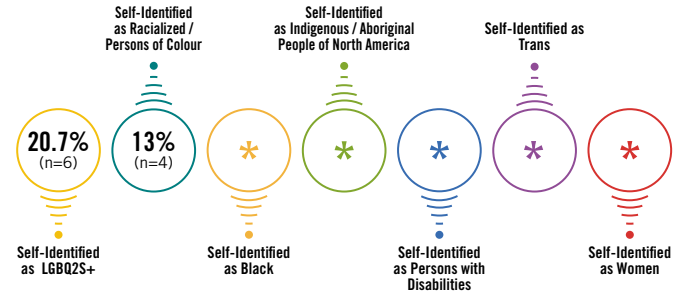


In each case n = the number of respondents who self-identified in each category.*Note: not reportable due to the small sample size.

The percentage of faculty members who self-identified as men and racialized/ persons of colour increased by 1.1% from 17.9% (n=179) compared to the previous period reported.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS MEN

Of all librarian respondents who self-identified as Men:



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

The percentage of librarians who self-identified as men and racialized/ persons of colour decreased by 5.2% from 18.5% (n=5) in the previous period reported. The percentage of librarians who self-identified as men and LGBQ2S+ decreased by 6.2% from 29.9% (n=7) in the previous period reported.

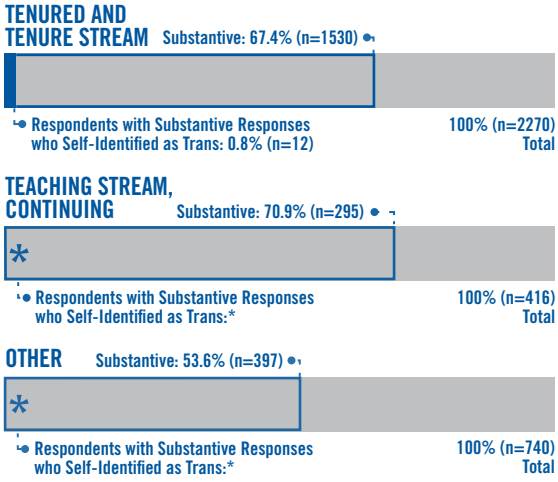
REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS TRANS

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS TRANS

0.9 % (n=19) of all appointed faculty respondents self-identified as Trans.

Appointment Category Breakdown:

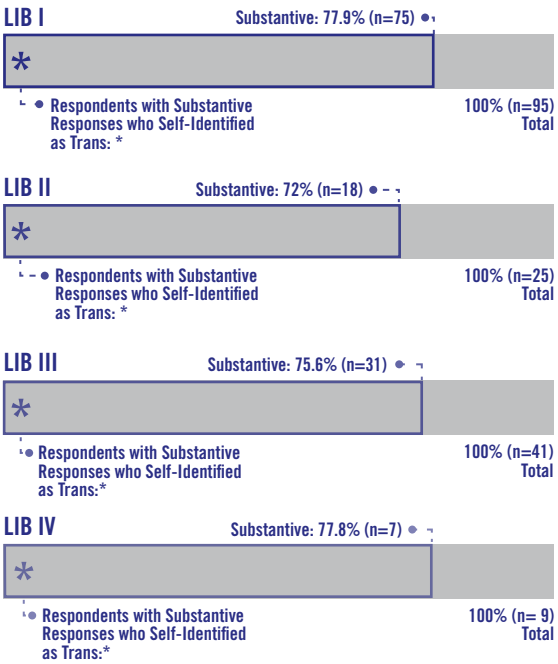


*Note: not reportable due to the small sample size.

The representation rate of faculty who self-identified as trans (.9%, n=19) did not notably change from the previous period reported (.6%, n=12). There were no notable changes in the representation of faculty who self-identified as trans across the employee subgroups).

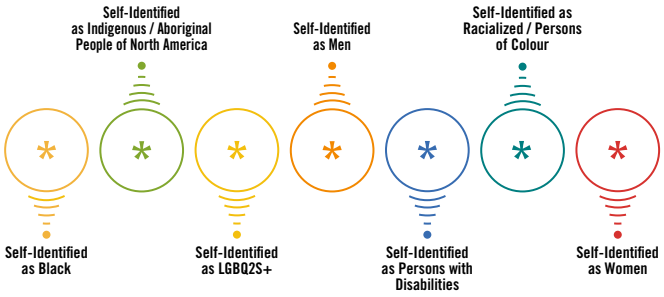
REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS TRANS

Breakdown by Rank:



*Note: not reportable due to the small sample size.

INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS TRANS



*Note: not reportable for appointed faculty or librarians due to the small sample size

OUR CHANGING COMMUNITY: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

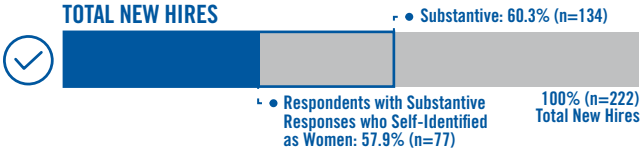
Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

Annually, new faculty are hired, existing faculty progress through the ranks, and some faculty leave. The same is the case for librarians.

ALL APPOINTED FACULTY

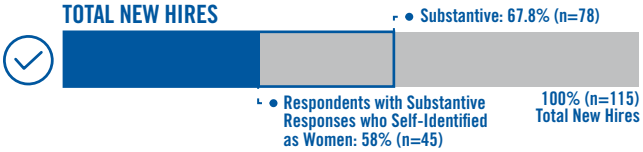
SUMMARY OF NEW HIRES

In the 2019 calendar year, 222 new faculty (in both the tenure stream and continuing teaching stream appointments as well as part-time and contractually limited term appointments in both streams) began employment at the University. Of these new faculty 134 appointed faculty responded substantively to the survey including to this question.



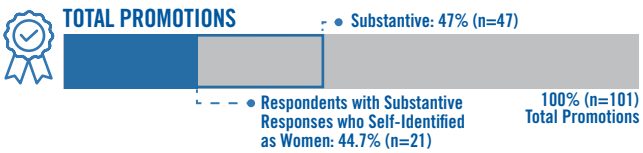
ONLY TENURE STREAM AND CONTINUING STREAM FACULTY

Of those who began continuing appointments whether in the tenure stream or continuing stream teaching stream, 45 or 58% of respondents self-identified as women.



SUMMARY OF PROMOTIONS

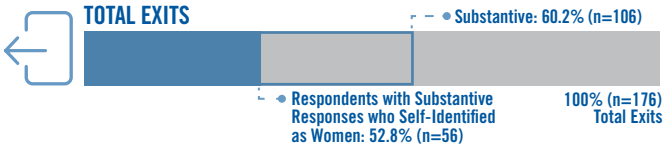
In the 2019 calendar year, 101 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream*. Of this group, 47 (or 46.5%) responded substantively to the survey and to this question.



*In most instances this change in rank was effective July 1, 2019 but included dates over the full year. In most instances, the change in rank was as a result of promotion reviews that occurred in the 2018-19 academic year.

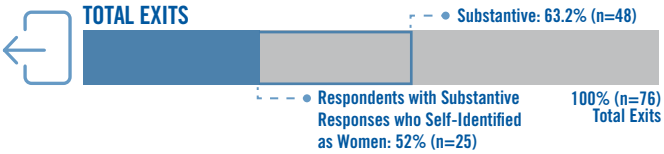
SUMMARY OF EXITS

In 2019, 176 faculty ended their employment at the University. Of those who left the University, 107 (or 61%) had previously responded substantively to the survey. Of these, 106 responded to this question. These included:



ONLY TENURE STREAM AND CONTINUING STREAM FACULTY

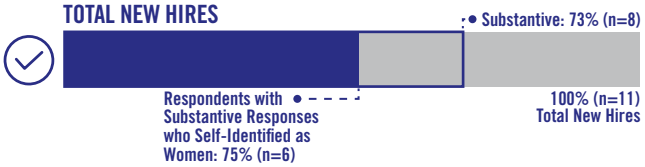
Of the 176 who left the University, 76 were in continuing positions.



LIBRARIANS

SUMMARY OF NEW HIRES

In 2019, 11 new librarians began employment at the University. Of these, 8 newly hired librarians responded substantively to the survey.



SUMMARY OF PROMOTIONS

*Note: not reportable due to small sample size.

SUMMARY OF EXITS

*Note: not reportable due to small sample size.

RACIALIZED / PERSONS OF COLOUR

This category captures information about people who self-identified as racialized / persons of colour and self-identified as non-Caucasian or non-white, regardless of place of birth or citizenship. This category may include those who self-identified as both racialized / persons of colour and Indigenous / Aboriginal People of North America.

Of all faculty and librarians surveyed 20.2 % (n=465) self-identified as racialized or a person of colour including 20.5% (n=446) of appointed faculty and 15.0% (n=19) of librarians. Employees identifying as racialized / persons of colour can identify in any other categories that help inform their own social identities. Responses indicating "I choose not to answer" are not included in percentage calculations.

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

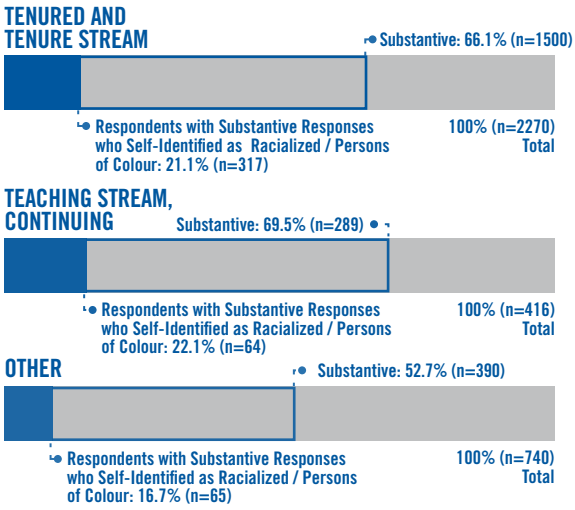
Representation Analysis **(Figure 27)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

20.5% (n= 446) of all appointed faculty self-identified as racialized/persons of colour.

Appointment Category Breakdown:

Figure 27

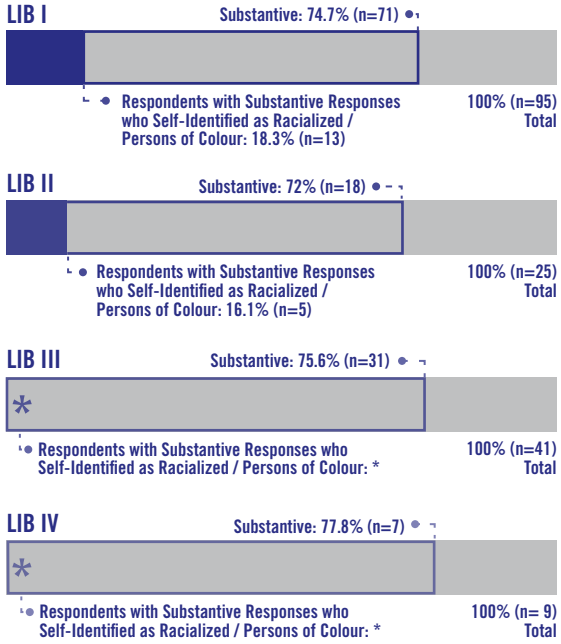


The representation rate of appointed faculty who self-identified as racialized / persons of colour (20.5%, n=446) went up by 1.1% from the previous period reported (19.4%, n=369). There were increases of 1.5% in the proportion of tenured and tenure stream faculty and of 1.3% in the proportion of faculty in the teaching stream, continuing who self-identified as racialized / persons of colour.

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

15% (n=19) of all librarian respondents self-identified as racialized / persons of colour.

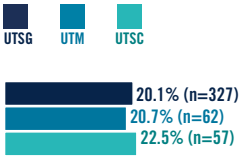
Breakdown by Rank:



*Note: not reportable due to the small sample size.

The representation rate of librarians who self-identified as racialized / persons of colour (15%, n=19) went up by 1.7% from the previous period reported (13.3%, n=15).

The breakdown of faculty who self-identified as racialized / persons of colour is very similar across the three campuses.

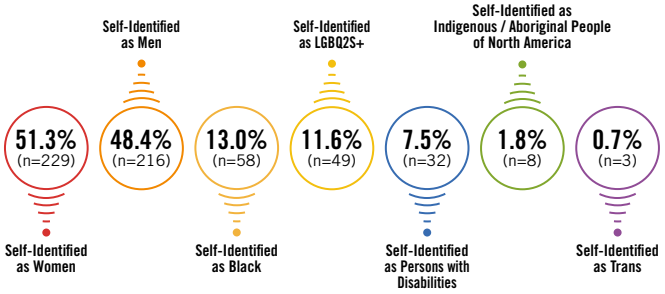


INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of racialized / persons of colour who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: ALL APPOINTED STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

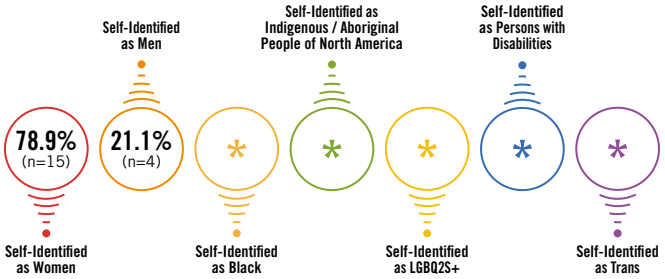
Of all appointed faculty respondents who self-identified as Racialized / Persons of Colour:



In each case n = the number of respondents who self-identified in each category.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

Of all librarian respondents who self-identified as Racialized / Persons of Colour:



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Gap Analysis is available in Appendix E.

-1%

Faculty who self-identified as racialized / persons of colour fell below the anticipated representation rate by -1%, down from being at par the previous year.

-4%

Librarians who self-identified as racialized / persons of colour continued to be below the anticipated representation rate by 4%, an improvement from 6% below the previous year.

OUR CHANGING COMMUNITY: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

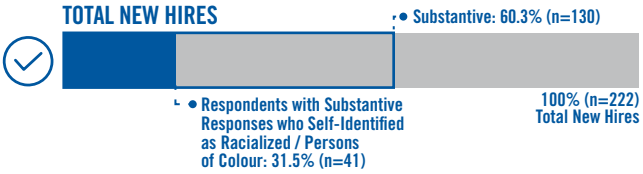
Our workforce data **(Figure 28)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

ALL APPOINTED FACULTY

SUMMARY OF NEW HIRES

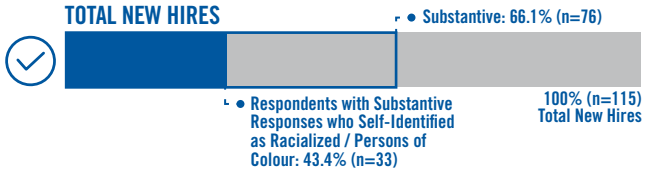
In 2019, 222 new faculty began employment at the University. Of these, 134 (or 60.3 %) responded substantively to the survey of whom 130 responded to this question:

Figure 28



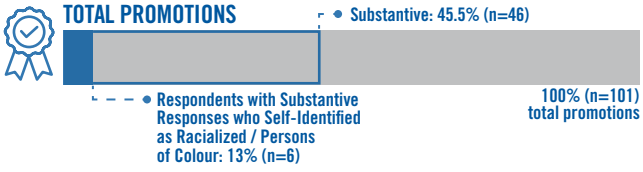
Of the 115 continuing appointments, 76 were hires to continuing tenure stream or teaching stream appointments of whom 43.4% (n=33) self-identified as racialized / persons of colour.

ONLY TENURE STREAM AND CONTINUING TEACHING STREAM FACULTY



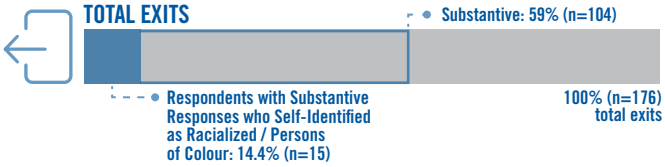
SUMMARY OF PROMOTIONS:

In 2019, 101 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream. Of these, 47 (or 46.5%) responded substantively to the survey of whom 46 responded to this question.



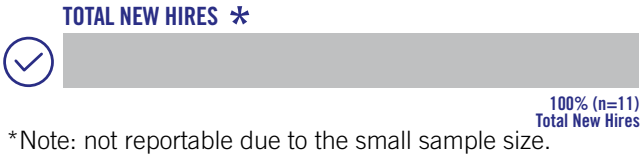
SUMMARY OF EXITS:

In 2019, 176 faculty ended their employment at the University. Of these, 107 (or 61%) responded substantively to the survey and 104 to this question.



LIBRARIANS

SUMMARY OF NEW HIRES



*Note: not reportable due to the small sample size.

SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

SUMMARY OF EXITS

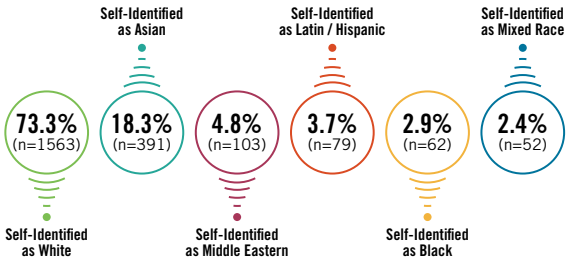
*Note: not reportable due to the small sample size.

Photo Credit: Diana Tyszko

OUR ETHNOCULTURAL IDENTITIES

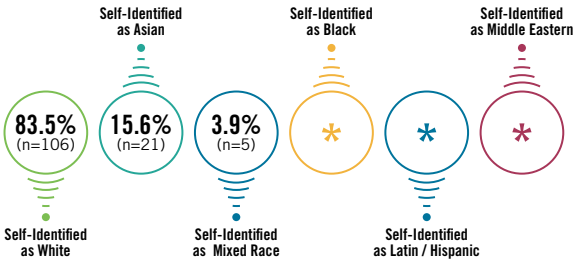
This section focuses on the general ethnocultural identity of faculty and librarians at the University of Toronto. Responses indicating "I choose not to answer" are not included in percentage calculations. For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

APPOINTED FACULTY



In each case n = the number of respondents who self-identified in each category.

LIBRARIANS



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

OUR ETHNOCULTURAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

This section reviews the sub-category of individuals who self-identified as Black. This information is included in the overall assessment of ethnocultural identities, but has been highlighted specifically to support parallel initiatives underway at the University analyzing the experience of our Black colleagues.

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

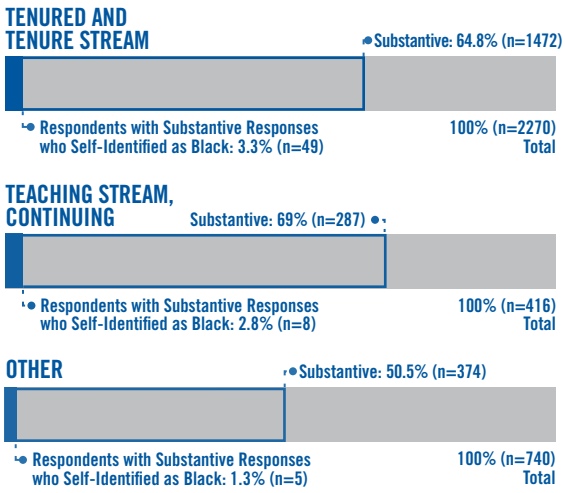
Representation Analysis **(Figure 29)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS BLACK

2.9% (n=62) of all appointed faculty self-identified as Black.

Appointment Category Breakdown:

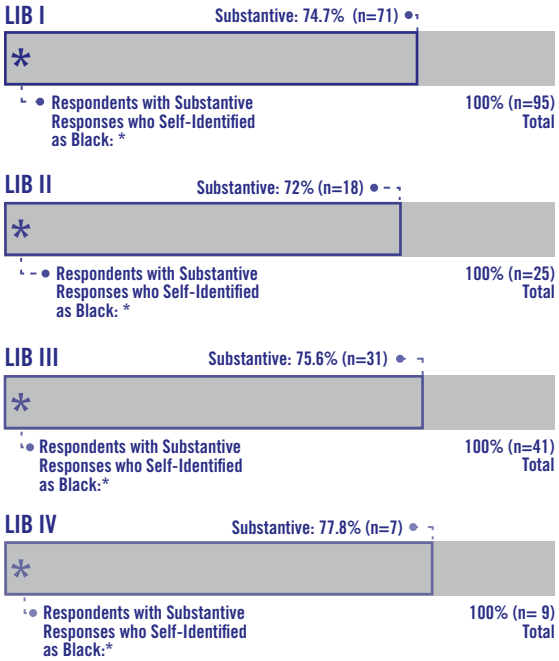
Figure 29



The representation rate of faculty who self-identified as Black (2.9%, n=62) increased slightly from the previous year (2.4%, n=45) for the population as a whole. This increase included a change from 2.8% (n=36) to 3.3% (n=49) amongst tenured and tenure stream faculty, and an increase from 2.0 % (n=5) to 2.6% (n=8) amongst faculty in continuing stream teaching stream appointments.

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

Breakdown by Rank:



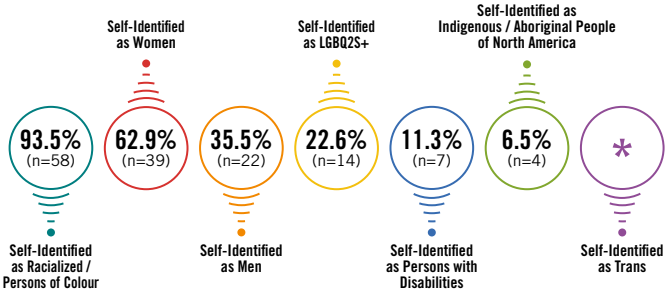
*Note: not reportable due to the small sample size.

INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as Black who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

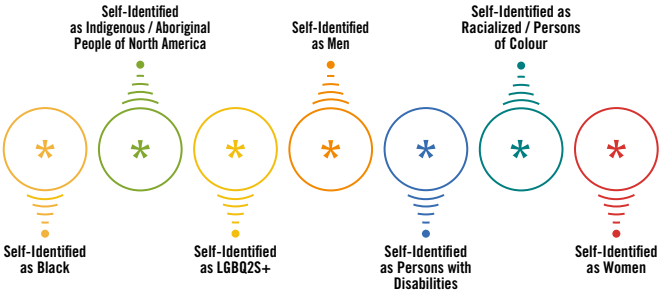
INTERSECTIONAL IDENTITIES: ALL APPOINTED FACULTY WHO SELF-IDENTIFIED AS BLACK

Of all appointed faculty respondents who self-identified as Black:



In each case n = the number of respondents who self-identified in each category.*Note: not reportable due to the small sample size.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS BLACK



*Note: not reportable due to the small sample size.

OUR CHANGING COMMUNITY: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

Our workforce data **(Figure 30)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

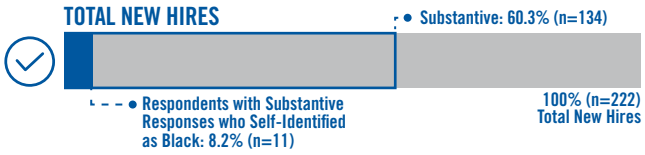
Annually, new faculty are hired, existing faculty progress through the ranks, and some faculty leave. The same is the case for librarians.

ALL APPOINTED FACULTY

SUMMARY OF NEW HIRES

In 2019, 222 new faculty began employment at the University.

Figure 30



SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

SUMMARY OF EXITS

*Note: not reportable due to the small sample size.

LIBRARIANS

SUMMARY OF NEW HIRES

*Note: not reportable due to the small sample size.

SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

SUMMARY OF EXITS

*Note: not reportable due to the small sample size.

INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

This category captures information concerning faculty and librarians who self-identified as First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (United States). These categories were updated in 2017 to better align with North American Indigenous / Aboriginal communities' definitions.

Employees identifying as Indigenous / Aboriginal People of North America can identify in any other categories that help inform their own social identities. Responses indicating "I choose not to answer" are not included.

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

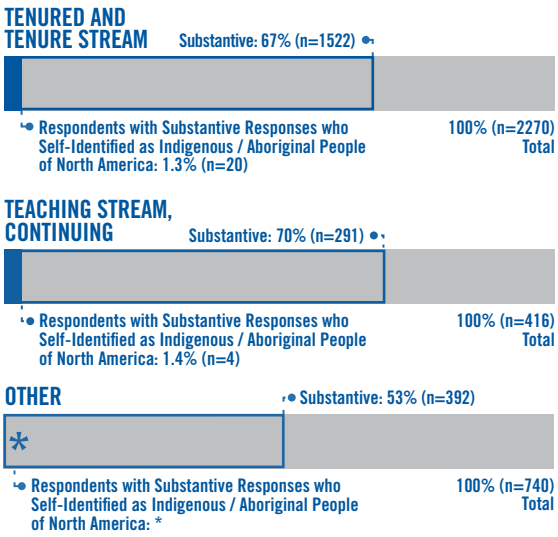
Representation Analysis **(Figure 31)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

1.1% (n=25) of all appointed faculty self-identified as Indigenous / Aboriginal People of North America.

Appointment Category Breakdown:

Figure 31

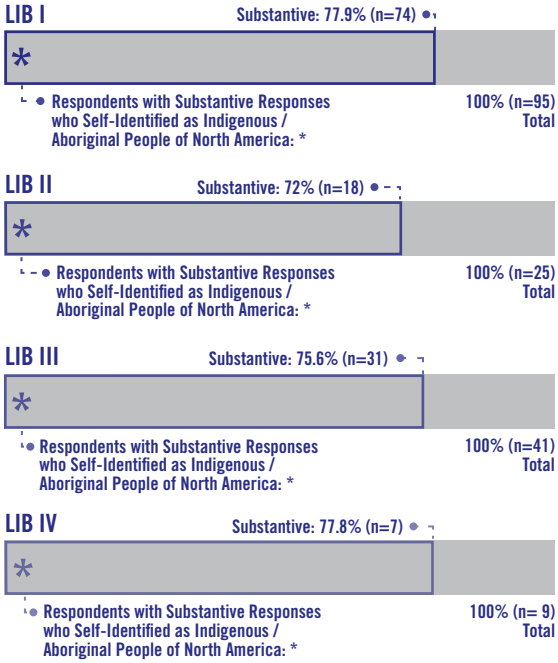


*Note: not reportable due to the small sample size.

The representation of faculty respondents who self-identified as Indigenous / Aboriginal Person of North America has increased year over year from 9 in 2017, to 17 in 2018, and 25 in 2019. Adding confidence that this is more than simply an effect of an increase in response rates, appointed faculty who self-identified as Indigenous or aboriginal has increased from 0.6% in 2017 to 1.1% of respondents in 2019.

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Breakdown by Rank:



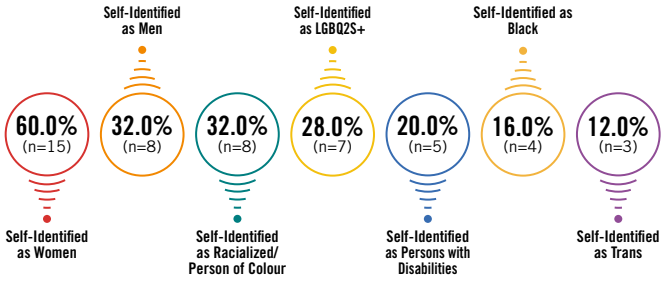
*Note: not reportable due to the small sample size.

INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as Indigenous / Aboriginal People of North America who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

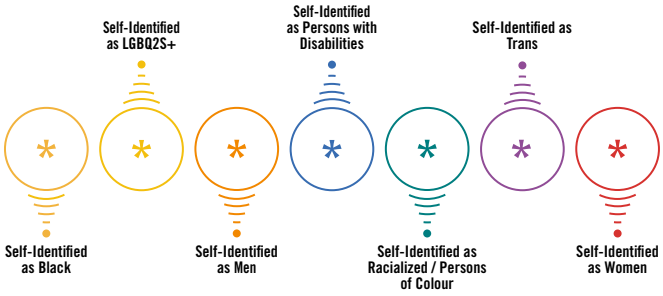
Of all appointed faculty respondents who self-identified as Indigenous / Aboriginal People of North America:



In each case n = the number of respondents who self-identified in each category.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Of all librarian respondents who self-identified as Indigenous / Aboriginal People of North America:



*Note: not reportable due to the small sample size.

REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Gap Analysis is available in Appendix E.

ON PAR

Faculty who self-identified as Indigenous / Aboriginal People of North America continued to be on par with the anticipated representation rate (i.e. unchanged from the previous year).

-1.0%

Librarians who self-identified as Indigenous / Aboriginal People of North America continued to be 1% below the anticipated representation rate (i.e. unchanged from the previous year).

Photo Credit: Diana Tyszko

OUR CHANGING COMMUNITY: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

Our workforce data **(Figure 32)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

ALL APPOINTED FACULTY

SUMMARY OF NEW HIRES

In 2019, 222 new faculty began employment at the University. 134 of this group responded substantively to the survey of whom 130 responded to this question.

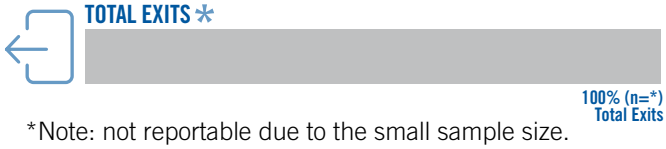
Figure 32

Of these five faculty, four were appointed to tenure steam positions.

SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

H4: SUMMARY OF EXITS



*Note: not reportable due to the small sample size.

LIBRARIANS

SUMMARY OF NEW HIRES

*Note: not reportable due to the small sample size.

SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

SUMMARY OF EXITS

*Note: not reportable due to the small sample size.

PERSONS WITH DISABILITIES

This category captures those who have long-term recurring physical, mental, sensory, psychiatric, and/or learning impairment(s), and consider themselves disadvantaged in employment or believe that an employer is likely to consider them to be disadvantaged.

Employees could self-identified as having a visible disability and/or a non-visible disability.

Employees identifying as persons with disabilities can identify in any other categories that help inform their own social identities. Responses indicating "I choose not to answer" are not included.

Of all faculty and librarians surveyed, 7.1% (n=163) self-identified as a person with a visible disability and/or a non-visible disability.

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

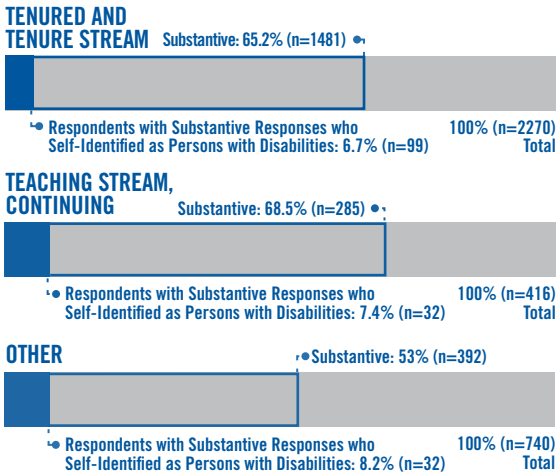
Representation Analysis **(Figure 33)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

7.0% (n=152) of all appointed faculty respondents who self-identified as persons with disabilities.

Appointment Category Breakdown:

Figure 33

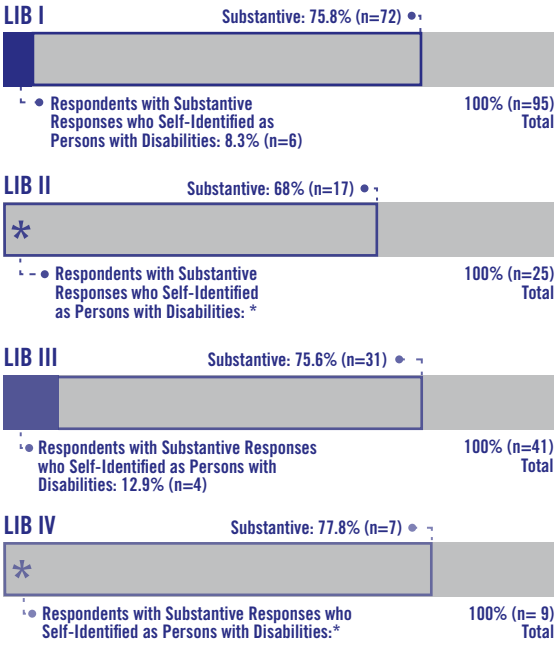


The representation rate of faculty respondents who self-identified as persons with disabilities (7%, n=152) did not change significantly from the previous period reported (6.4%, n=121).

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

23.1% (n=11) of all librarian respondents self-identified as persons with disabilities.

Breakdown by Rank:



*Note: not reportable due to the small sample size.

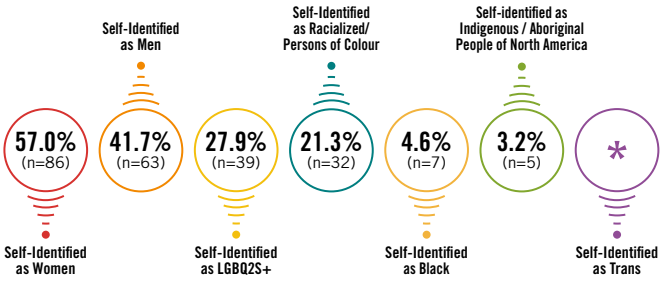
Photo Credit: Ken Jones

INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as persons with disabilities who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

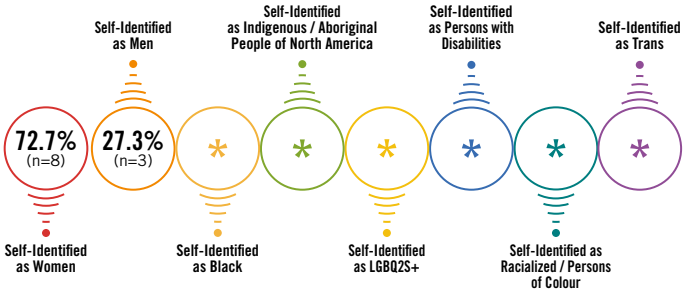
Of all appointed faculty respondents who self-identified as Persons with Disabilities:



In each case n = the number of respondents who self-identified in each category.*Note: not reportable due to the small sample size.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Of all librarian respondents who self-identified as Persons with Disabilities:



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Gap Analysis is available in Appendix E.

5%

Librarians who self-identified as persons with disabilities continued to exceed the anticipated representation rate by 5% (i.e. unchanged from the previous year).

-2%

Faculty who self-identified as persons with disabilities fell below the anticipated representation rate by 2%. This was a decrease in the gap of 1% from the previous year when the representation rate was 3% below the anticipated representation rate.

OUR CHANGING COMMUNITY: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

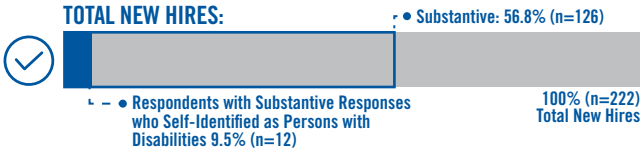
Our workforce data **(Figure 34)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

APPOINTED FACULTY

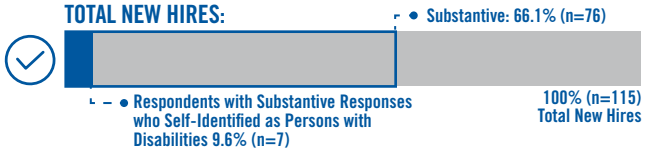
SUMMARY OF NEW HIRES

In 2019, 222 new faculty began employment at the University. This included 134 who responded substantively to the survey and 126 who responded to this question of whom:

Figure 34

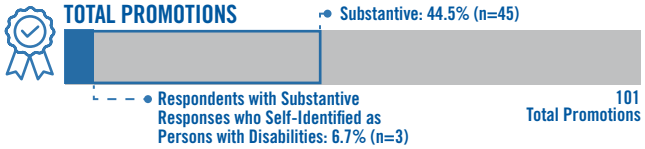


ONLY TENURE STREAM AND CONTINUING TEACHING STREAM FACULTY



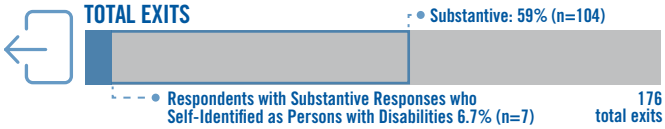
SUMMARY OF PROMOTIONS

In 2019, 101 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream. Of these, 47 (or 46.5%) responded substantively to the survey of whom 45 responded to this question.



SUMMARY OF EXITS

In 2019, 176 faculty ended their employment at the University. This included 107 who responded substantively to the survey of whom 104 responded to this question.



LIBRARIANS

SUMMARY OF NEW HIRES

*Note: not reportable due to the small sample size.

SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

SUMMARY OF EXITS

*Note: not reportable due to the small sample size.

SEXUAL ORIENTATION

There is no explicit definition of "Sexual orientation" by the Ontario Human Rights Code as the Code acknowledges the wide range "of human sexuality from gay and lesbian to bisexual and heterosexual orientations, including intimate emotional and romantic attachments and relationships"[3] . For this survey's purpose, employees could select any combination of sexual orientations from an expanded list, including gay, lesbian, straight/heterosexual, bisexual, queer, two-spirit, and another identity (with specification option). LGBQ2S+ refers to persons who identify with a sexual orientation(s) other than heterosexual. Of all faculty and librarians, 11.3% (n=252) self-identified as LGBQ2S+.

Employees identifying as LGBQ2S+ can identify any other categories that help inform their own social identities. Responses indicating "I choose not to answer" are not included in percentage calculations.

REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

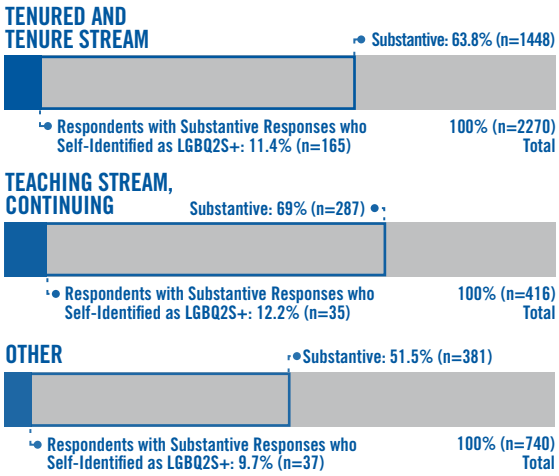
Representation Analysis **(Figure 35)** enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS LGBQ2S+

11.2% (n=237) of all appointed faculty (n=2116) who responded to this question self-identified as LGBQ2S+.

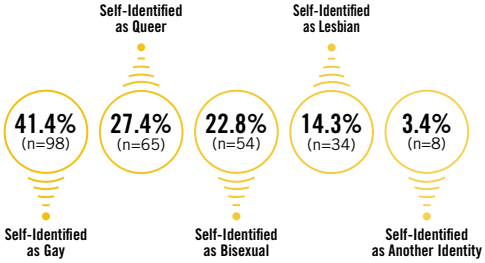
Appointment Category Breakdown:

Figure 35



The representation rate of faculty respondents who self-identified as LGBQ2S+ (11.2%, n=237) did not change significantly from the previous period reported (11.1%, n=206).

OUR LGBQ2S+ FACULTY COMMUNITY:

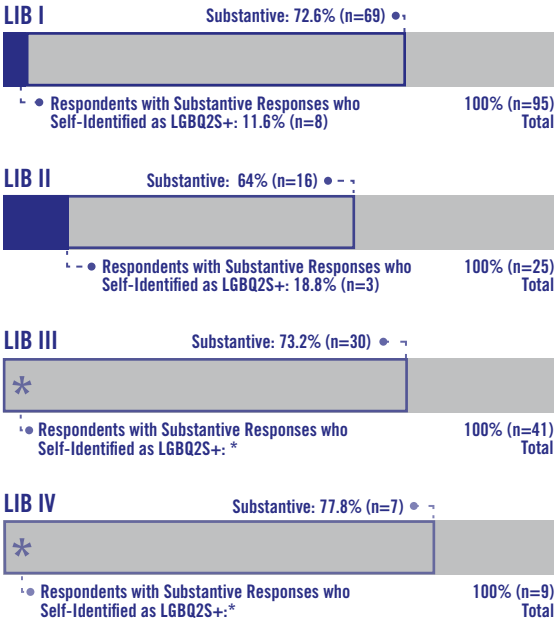


In each case n = the number of respondents who self-identified in each category.*Note: not reportable due to the small sample size.

REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

12.3% (n=15) of all Librarian respondents self-identified as LGBQ2S+.

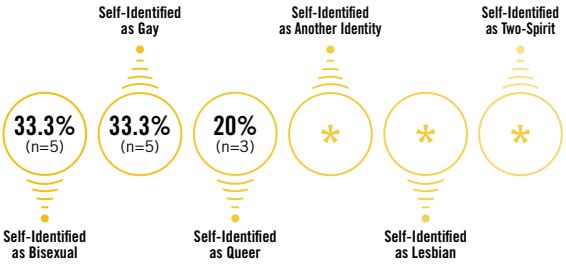
Breakdown by Rank:



*Note: not reportable due to the small sample size.

The representation rate of librarians who self-identify as LGBQ2S+ (12.3%, n=15) did not change significantly from the previous period reported (12%, n=13).

OUR LGBQ2S+ LIBRARIAN COMMUNITY:



In each case n = the number of respondents who self-identified in each category.*Note: not reportable due to the small sample size.

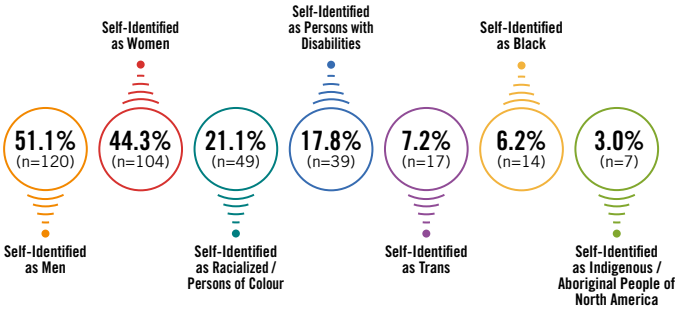
Photo Credit: Will Cambell

INTERSECTIONAL IDENTITIES: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as LGBQ2S+ who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS LGBQ2S+

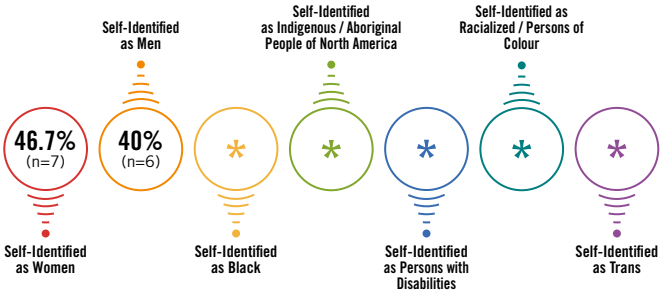
Of all appointed faculty respondents who self-identified as LGBQ2S+:



In each case n = the number of respondents who self-identified in each category.

INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

Of all librarian respondents who self-identified as LGBQ2S+:



In each case n = the number of respondents who self-identified in each category. *Note: not reportable due to the small sample size.

Photo Credit: Nick Iwanyshyn

OUR CHANGING COMMUNITY: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

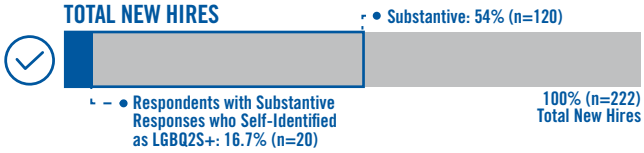
Our workforce data **(Figure 36)** provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

APPOINTED FACULTY

SUMMARY OF HIRES

In 2019, 222 new faculty began employment at the University. Of this group, 134 responded substantively to the survey of whom 120 responded to this question.

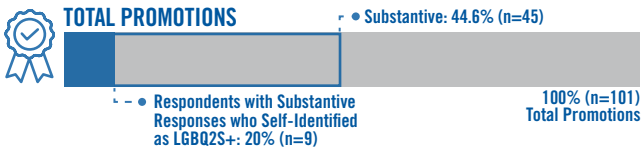
Figure 36



12.0% (n=12) were LGBQ2S+ and were appointed to tenure stream or continuing teaching stream appointments.

SUMMARY OF PROMOTIONS

In 2019, 101 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream. Of this group, 47 (or 49%) responded substantively to the survey and 45 responded to this question.



SUMMARY OF EXITS

In 2019, 176 faculty ended their employment at the University. This included 107 faculty had previously responded substantively to the survey and 103 responded to this question.

LIBRARIANS

SUMMARY OF NEW HIRES

*Note: not reportable due to the small sample size.

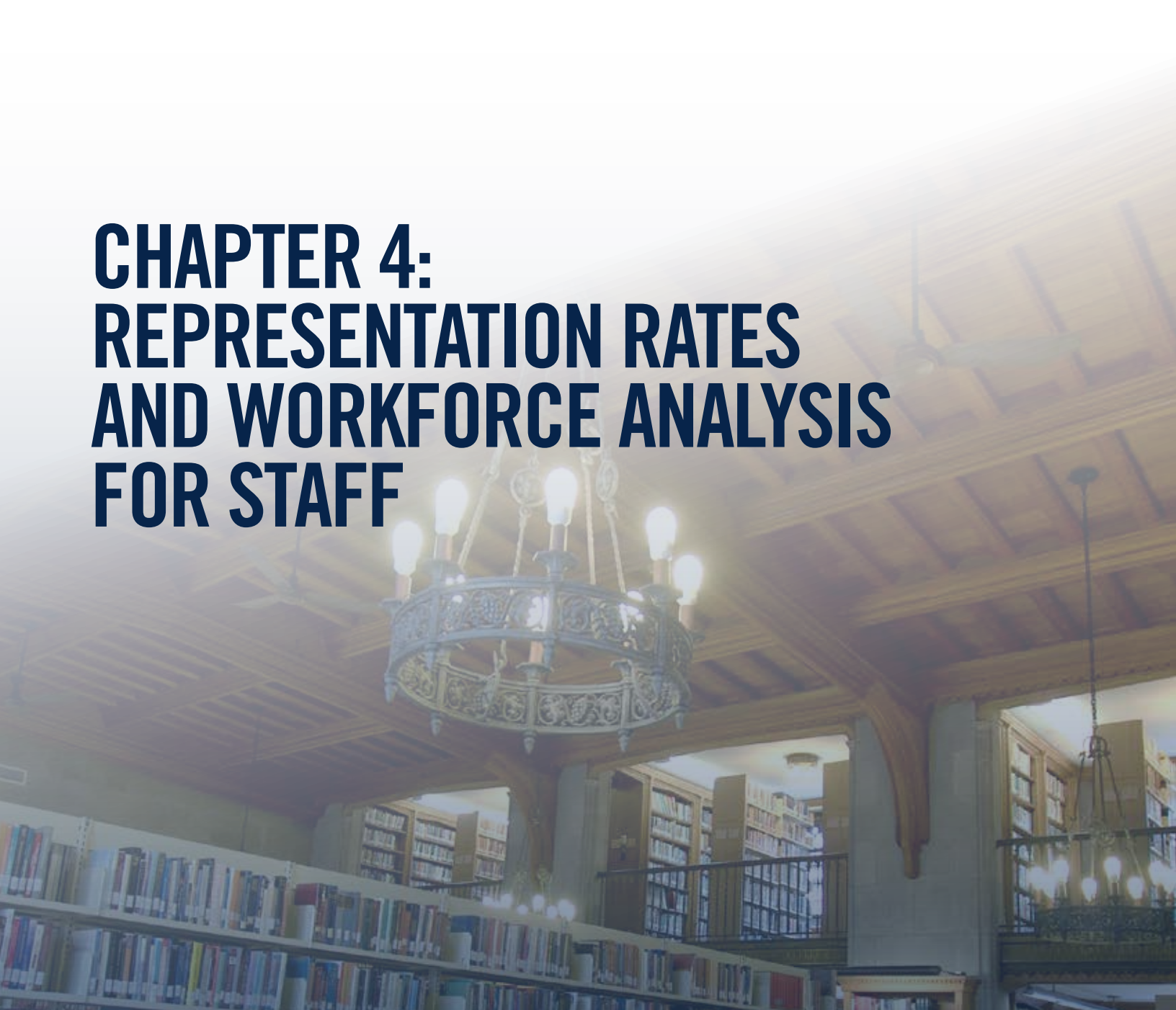
SUMMARY OF PROMOTIONS

*Note: not reportable due to the small sample size.

SUMMARY OF EXITS

*Note: not reportable due to the small sample size.

CHAPTER 4: REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR STAFF



Employment equity analysis includes the assessment of representation rates (i.e. the proportion of staff identifying in each designated group) relative to the external availability of qualified candidates in Ontario. In other words, the proportion of employees identifying in designated groups should be about the same as, or better than, the proportion of qualified individuals in those groups across Ontario. Workforce analysis calculates the difference between self-identified representation among University employees and those individuals in the external workforce with the minimum qualifications to be a candidate for work in a particular Employment Equity Occupational Group (EEOG). **Generally, attention is given to situations where there is a gap of 10, or greater and an EEOG has gaps in representation in at least three designated groups.** This assists the University in determining particular areas of focus and opportunities for improvement.

It is essential to take all of the data into account to properly assess the significance of a gap, as the analysis is dependent on the total number of employees in a particular EEOG. For instance, if there is a gap of -20, the "% of underrepresentation" will be greater in an EEOG with a relatively small number of employees, as opposed to an EEOG with a relatively large number of employees.

Our Labour Availability Gap Analysis in this chapter provide key highlights to instances when the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Analysis for all designate groups are available in Appendix E. Definitions and examples of U of T appointed staff positions relevant to these categories are available in Appendix C.

Photo Credit: Diana Tyszko

LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS WOMEN

45% — Staff in roles categorized as **Semi-skilled Manual Workers** that self-identified as women continued to exceed the anticipated representation rate, increasing from 25% to 45%.

23% — Staff in roles categorized as **Senior Managers** that self-identified as women continued to exceed the anticipated representation rate, despite falling from 29% to 23%.

-14% — Staff in roles categorized as **Supervisors** that self-identified as women continued to fall below the anticipated representation rate, despite an improvement from –24% to –14%.

-3% — Staff in roles categorized as **Other Sales & Service Personnel** that self-identified as women fell below the anticipated representation rate, dropping from 0% to –3%.

-4% — Staff in roles categorized as **Semi-Professionals and Technicians** that self-identified as women continued to fall below the anticipated representation rate, dropping from –1% to – 4%.

LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS RACIALIZED / PERSONS OF COLOUR

Since the last report staff who self-identified as racialized / persons of colour currently exceed or are equal to available labour pools in 13 employee groups.

32% — Staff in roles categorized as **Supervisors: Crafts & Trades** that self-identified as racialized / persons of colour continued to exceed the anticipated representation rate, increasing from 17% to 32%.

20% — Staff in roles categorized as **Administrative & Senior Clerical Personnel** that self-identified as racialized / persons of colour continued to exceed the anticipated representation rate, increasing from 14% to 20%.

-7% — Staff in roles categorized as **Other Manual Workers** that self-identified as racialized / persons of colour continued to fall below the anticipated representation rate, despite an improvement from –25% to –7%.

LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS / ABORIGINAL PEOPLE OF NORTH AMERICA

2% — Staff in roles categorized as **Supervisors: Crafts & Trades** who self-identified as Indigenous / Aboriginal People of North America continues to exceed the anticipated representation rate, despite falling from 3% to 2%.

-5% — Staff in roles categorized as **Other Sales & Service Personnel** who self-identified as Indigenous / Aboriginal People of North America continues to fall below the anticipated representation rate, dropping from –1% to –5%.

-7% — Staff in roles categorized as **Semi-skilled Manual Workers** who self-identified as Indigenous / Aboriginal People of North America continues to fall below the anticipated representation rate, dropping from –2% to –7%.

-7% — Staff in roles categorized as **Other Manual Workers** who self-identified as Indigenous / Aboriginal People of North America continues to fall below the anticipated representation rate, dropping from –3% to –7%.

LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED WITH A DISABILITIES

5% — Staff in roles categorized as **Middle & Other Managers** that self-identified as persons with disabilities continues to exceed the anticipated representation rate, with no change from the previous period.

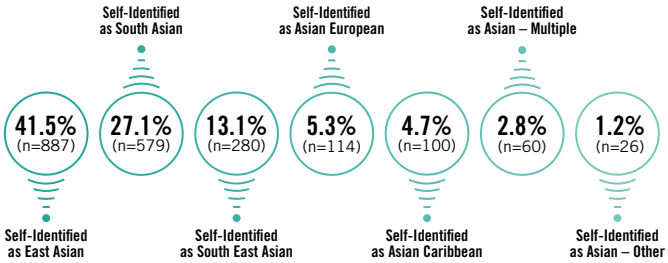
10% — Staff in roles categorized as **Other Manual Workers** that self-identified as persons with disabilities exceeds the anticipated representation rate, increasing from 0% to 10%.

-8% — Staff in roles categorized as **Other Sales & Service Personnel** that self-identified as persons with disabilities continues to fall below the anticipated representation rate, dropping from –4% to –8%.

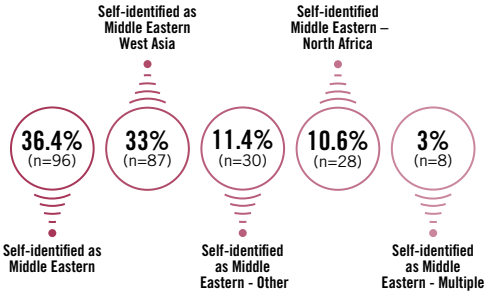
-17% — Staff in roles categorized as **Supervisors** that self-identified as persons with disabilities continues to fall below the anticipated representation rate, dropping from –6% to –17%.

APPENDIX A: ETHNOCULTURAL IDENTITY BREAKDOWN: INSTITUTIONAL OVERVIEW

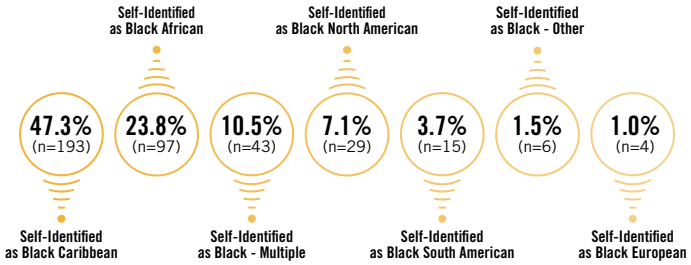
ASIAN: 28.8% (n=2137)



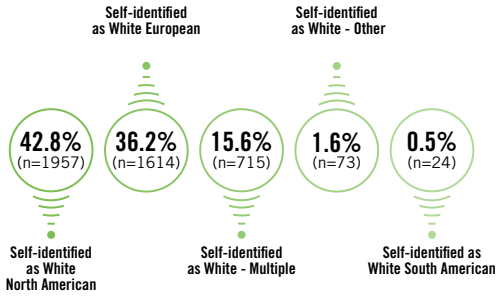
MIDDLE EASTERN: 3.6% (n=264)



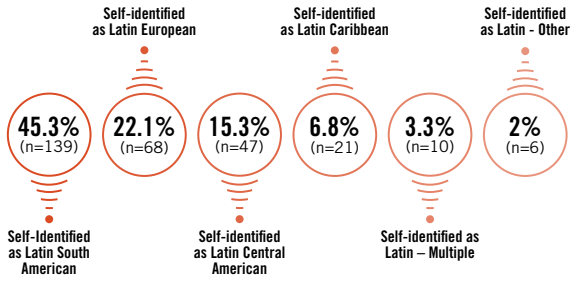
BLACK: 5.5% (n=408)



WHITE: 61.2% (n=4570)



LATIN / HISPANIC: 4.1% (n=307)



MIXED RACE: 3.3% (n=247)

FPO

Photo Credit: Stephen Dagg

APPENDIX B: COLLECTION OF WORKFORCE DATA (2019)

The University administers the Employment Equity Survey online to all appointed and non-appointed employees through our Employee Self-Service (ESS) system. Participation in the survey is voluntary. Those who choose to complete the survey have the option of responding to one or more questions. Employees may update their information at any time via ESS or by contacting their Divisional Human Resources Office.

APPLICANT DIVERSITY SURVEY

The Applicant Diversity Survey is administered to individuals at the time of their application to the University. Applicants can choose not to respond to all or select questions. The survey is anonymous, and recruiters do not have access to its data.

DESIGNATED GROUPS

The University collects data from employees regarding membership in the four (4) designated groups: women, people with disabilities, Aboriginal peoples, and visible minorities in accordance with the manner set out by the Federal Contractors Program (FCP). The University also collects data on employees who identify as LGBQ2S+.

DATA ANALYSIS

The data regarding the external labour pool is drawn from the 2016 Canadian census and the Canadian Survey on Disability (CSD). Positions at the University are categorized by Employment Equity Occupational Groups (EEOGs) as established by Employment and Social Development Canada (ESDC). EEOGs are job categories arranged in a hierarchal fashion based on groupings of National Occupational Classification (NOC) codes created by Statistics Canada. For information about the NOC classification criteria is available on the Employment Equity Technical Guide.

APPENDIX C: EMPLOYMENT EQUITY OCCUPATIONAL GROUPS (EEOG)

Employment Equity Occupational Group (EEOG)	Definition	Examples of University of Toronto Positions
Senior Managers	Employees holding the most senior positions in large firms or corporations. They are responsible for the corporation's policy and strategic planning, and for directing and controlling the functions of the organization.	President, Vice-President, Secretary of the Governing Council, Chief Librarian
Middle and Other Managers	Middle and other managers receive instructions from senior managers and administer the organization's policy and operations through subordinate managers or supervisors. Senior managers and middle and other managers compromise all managers.	Director, Associate Director, Manager
Professionals	Professionals usually need either university graduation or prolonged formal training and often have to be members of a professional organization.	Accountants, Programmers
Semi-Professional and Technicians	Workers in these occupations have to possess knowledge equivalent to about two years of post-secondary education, offered in many technical institutions and community colleges, and often have further specialized on-the-job training. They may have highly developed technical and/or artistic skills.	Animal Lab Technician, Library Assistant, Engineering Technician
Supervisors	Non-management first-line coordinators of white-collar (administrative, clerical, sales and service) workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision.	Lead Caretaker, Accounting Supervisor
Supervisors: Crafts and Trades	Non-management first-line coordinators of workers in manufacturing, processing, trades and primary industry occupations. They supervise skilled crafts and trades workers, semi-skilled manual workers and/or other manual workers. Supervisors may, but do not usually, perform the duties of the employees under their supervision.	Trades supervisor

Administrative and Senior Clerical Personnel	Workers in these occupations carry out and coordinate administrative procedures and administrative services primarily in an office environment or perform clerical work of a senior nature.	Administrative assistants, business officers, executive assistants
Skilled Sales and Service Personnel	Highly skilled workers engaged wholly or primarily in selling or in providing personal service. These workers have a thorough and comprehensive knowledge of the processes involved in their work and usually have received an extensive period of training involving some post-secondary education, part or all of an apprenticeship, or the equivalent on-the-job training and work experience.	Cook, assistant cook.
Skilled Crafts and Trades Workers	Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeywomen who have received an extensive period of training.	Electrician, plumbers, machinists
Clerical Personnel	Workers performing clerical work, other than senior clerical work.	Data entry clerk, general office clerk, mail clerk
Intermediate Sales and Service Personnel	Workers engaged wholly or primarily in selling or in providing personal service who perform duties that may require from a few months up to two years of on-the-job training, training courses, or specific work experience. Generally, these are workers whose skill level is less than that of skilled sales and service, but greater than that of elementary sales and service workers.	Bookstore Assistants
Semi-Skilled Manual Workers	Manual workers who perform duties that usually require a few months of specific vocational on-the-job training. Generally, these are workers whose skill level is less than that of skilled crafts and trades workers, but greater than that of elementary manual workers.	Drivers
Other sales and service personnel	Workers in sales and service jobs that generally require only a few days or no on-the-job training. The duties are elementary and require little or no independent judgement.	Foodservice assistant, event attendant

APPENDIX D: EMPLOYMENT EQUITY ACADEMIC CATEGORIES

Employment Equity Academic Categories	Definition	Examples of University of Toronto Positions
Appointed Faculty	Academic staff or faculty are persons appointed under the Policy and Procedures on Academic Appointment or the Policy and Procedures on Employment Conditions of Part-time Faculty to academic units at the University of Toronto. An appointed faculty member has three components of workload: teaching; research or scholarship; and service.	Tenured and tenure stream (F1) Contractually Limited Term Appointment (CLTA) and Part-time Limited Term (F2) Teaching stream, continuing (FA) Teaching stream, Contractually Limited Term (FB) Teaching stream, part-time Limited Term (F4) Clinical faculty[5] All faculty serving in Academic Administrative positions have been included in the count of 'appointed faculty'.
Librarians	Librarians refers to persons appointed under the Librarians Policy or the Policy on Part-time Librarians. Librarians hold either a library degree from an accredited institution or equivalent professional education.	

[5]For the purposes of reporting on survey data, 'appointed faculty' also includes a limited number of clinical faculty for whom the University of Toronto serves as the employer. Clinical faculty who are not employed by the University (this constitutes the majority of clinical faculty) currently do not have access to the University's diversity survey.

APPENDIX E: LABOUR AVAILABILITY ANALYSIS

In the diagrams below, the figures show the difference between the University's representation rates and external availability data. For each group (Staff, Faculty, Librarians), two tables are presented. The first multiplies the difference by the number of employees in each EEOG to determine an estimate of the representation surplus or deficit. The second expresses the percent difference between the University's representation rates and external availability data. Note that the data does not contain an analysis of LGBQ2S+ data, as no corresponding external data is available.

	2019				
Employee Group	**Total**	**Women**	**Persons with Disabilities**	**Racialized / Persons of Colour**	**Indigenous / Aboriginal People of North America**
1 - Senior Managers	19	4	-1	1	-1
2 - Middle & Other Managers	693	146	35	37	-11
3 - Professionals	1942	112	-23	263	-36
4 - Semi-Professionals & Technicians	927	-37	-18	158	-26
5 - Supervisors	120	-17	-20	5	-3
6 - Supervisors: Crafts & Trades	41	1	-1	13	1
7 - Administrative & Senior Clerical Personnel	2082	-50	-5	413	-41
8 - Skilled Sales & Service Personnel	72	-7	1	11	-3
9 - Skilled Crafts & Trades Workers	174	2	6	29	-7
10 - Clerical Personnel	816	53	19	143	-28
11 - Intermediate Sales & Service Personnel	147	6	-5	13	-7
12 - Semi-Skilled Manual Workers	54	24	-1	8	-3
13 - Other Sales & Service Personnel	528	-14	-44	21	-24
14 - Other Manual Workers	13	-1	1	-1	-1

EXTERNAL AVAILABILITY COMPARISON:

UNIVERSITY OF TORONTO STAFF

Figures indicate the difference between University of Toronto Response rates and External Availability statistics

	2019				
Employee Group	**Total**	**Women**	**Persons with Disabilities**	**Racialized / Persons of Colour**	**Indigenous / Aboriginal People of North America**
1 - Senior Managers	0%	22%	-5%	7%	-3%
2 - Middle & Other Managers	6%	21%	5%	5%	-2%
3 - Professionals	17%	6%	-1%	14%	-2%
4 - Semi-Professionals & Technicians	8%	-4%	-2%	17%	-3%
5 - Supervisors	1%	-14%	-17%	5%	-3%
6 - Supervisors: Crafts & Trades	0%	2%	-3%	32%	2%
7 - Administrative & Senior Clerical Personnel	18%	-2%	0%	20%	-2%
8 - Skilled Sales & Service Personnel	1%	-9%	2%	16%	-4%
9 - Skilled Crafts & Trades Workers	1%	1%	4%	17%	-4%
10 - Clerical Personnel	7%	6%	2%	18%	-3%
11 - Intermediate Sales & Service Personnel	1%	4%	-3%	9%	-4%
12 - Semi-Skilled Manual Workers	0%	45%	-1%	15%	-5%
13 - Other Sales & Service Personnel	5%	-3%	-8%	4%	-5%
14 - Other Manual Workers	0%	-8%	10%	-7%	-7%

EXTERNAL AVAILABILITY COMPARISON:

UNIVERSITY OF TORONTO FACULTY

Figures indicate the difference between University of Toronto Response rates and External Availability statistics, multiplied by the number of U of T employees in each EEOG.

Faculty analyis is compared against NOC 4011 (Statistics Canada's 2016' National Occupational Classification'. NOC 4011 consists of 'Universtiy professors and lecturers'). The NOC comparator is used for faculty members, as the EEOG system does not provide a suitable comparison group for those in this highly specialized employee group.

	2019				
	# Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized / Persons of Colour	Gap - Indigenous / Aboriginal People of North America
Faculty	3415	102	-72	-19	-9

UNIVERSITY OF TORONTO FACULTY

Figures indicate the difference between University of Toronto Response rates and External Availability statistics, multiplied by the number of U of T employees in each EEOG.

Faculty analyis is compared against NOC 4011 (Statistics Canada's 2016' National Occupational Classification'. NOC 4011 consists of 'Universtiy professors and lecturers'). The NOC comparator is used for faculty members, as the EEOG system does not provide a suitable comparison group for those in this highly specialized employee group.

	2019				
	% Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized / Persons of Colour	Gap - Indigenous / Aboriginal People of North America
Faculty	29%	3%	-2%	-1%	0%

UNIVERSITY OF TORONTO LIBRARIANS

Figures indicate the difference between University of Toronto Response rates and External Availability Statistics, multiplied by the number of U of T employees in each EEOG.

	2019				
	# Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized / Persons of Colour	Gap - Indigenous / Aboriginal People of North America
Faculty	161	114	99	-7	-2

UNIVERSITY OF TORONTO LIBRARIANS

Figures indicate the difference between University of Toronto Response rates and External Availability Statistics.

	2019				
	% Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized / Persons of Colour	Gap - Indigenous / Aboriginal People of North America
Faculty	1%	19%	5%	-4%	-1%

APPENDIX F: BREAKDOWN OF EMPLOYEE GROUPS

The employment groups that comprise each subarea referenced in this report are defined below:

Employment Group	Personnel Subarea
Faculty	Academic
Librarians	Librarian
Non-Unionized Administrative Staff	Admin/Confidential
	Professional & Managerial (PM)
	Pres/V-P/V Provost
	Research Associate
Other Unionized Staff	CUPE 3261, 89 Chestnut
	CUPE 3261, Full-time
	CUPE 3261, Part-time
	CUPE 2484
	CUPE 1230 (Full-time & Part-time)
	OPSEU 519
	OPSEU 578
	Unifor FT L2003
Trades and Services	Carpenters & Allied Workers, Local 27 IBEW 353 (Electricians)
	IBEW 353 (Locksmiths / Mechanics)
	UA Local 46 SMWIA Local 30
United Steel Workers	USW

TRI-CAMPUS EQUITY OFFICES

Office of the Vice-President,

Human Resources & Equity

vp.hre@utoronto.ca

Accessibility for Ontarians with Disabilities Act (AODA) Office
aoda.utoronto.ca

Anti-Racism and Cultural Diversity Office
antiracism.utoronto.ca

Community Safety Office
communitysafety.utoronto.ca

Family Care Office
familycare.utoronto.ca

Health & Well-being Programs & Services*
uoft.me/hwb

Sexual & Gender Diversity Office

sgdo.utoronto.ca

Sexual Violence Prevention & Support Centre
svpscentre.utoronto.ca

RELATED RESOURCES

Equity at U of T
equity.utoronto.ca

Office of Indigenous Initiatives
indigenous.utoronto.ca

Indigenous Student Services at First Nations House
studentlife.utoronto.ca/fnh

Multi-Faith Centre
studentlife.utoronto.ca/mf

Safety
safety.utoronto.ca

UTM MISSISSAUGA CAMPUS

Equity, Diversity & Inclusion Office
utm.utoronto.ca/equity-diversity

Accessibility Services†
utm.utoronto.ca/accessibility

Health & Counselling Centre†
utm.utoronto.ca/health

UTSG DOWNTOWN CAMPUS

Accessibility Services†
studentlife.utoronto.ca/as

Health & Wellness Centre†
studentlife.utoronto.ca/hwc

UTSC SCARBOROUGH CAMPUS

Equity, Diversity & Inclusion Office†
utsc.utoronto.ca/edio

AccessAbility Services†
utsc.utoronto.ca/~ability

Health & Wellness Centre†
utsc.utoronto.ca/hwc

* Staff and Faculty Only

† Students Only