



University of Toronto

2011 Employment Equity Report

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

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Foreword from the Vice-President Human Resources & Equity

This report outlines the University of Toronto's commitment to the Employment Equity Act and the Federal Contractor's Program.

Through our programs and services, we strive to cultivate a teaching, learning and working environment that is equitable, accepting, inclusive and free from discrimination and harassment.

While equity commitments and efforts are ongoing, I am proud of the achievements of our University community. As a result of our work, U of T was selected as one of Canada's Best Diversity Employers for 2012 – the fifth consecutive year we have been so honoured.

I invite you to review the report, as well as our website, and contact us if you have any questions or suggestions.

Sincerely,

A handwritten signature in black ink, reading "Angela Hildyard". The signature is written in a cursive, flowing style.

Professor Angela Hildyard

Vice President Human Resources & Equity

Workforce Analysis Overview

Collection of Workforce Data (2010-2011)

In this report, the University of Toronto charts the areas of progress that have been made, as well as areas where progress needs to continue in meeting the key objectives of the *Employment Equity Act*. The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment by the University¹. Under the Federal Contractor's Program (FCP), the University collects census data from our employees regarding designated group membership. This data is confidential and used for the purposes of employment equity. Data is suppressed where the number of individuals is below six. While the legislation focuses on four designated groups (women, Aboriginal persons, visible minorities, and persons with disabilities), the University also collects workforce data on sexual minorities.

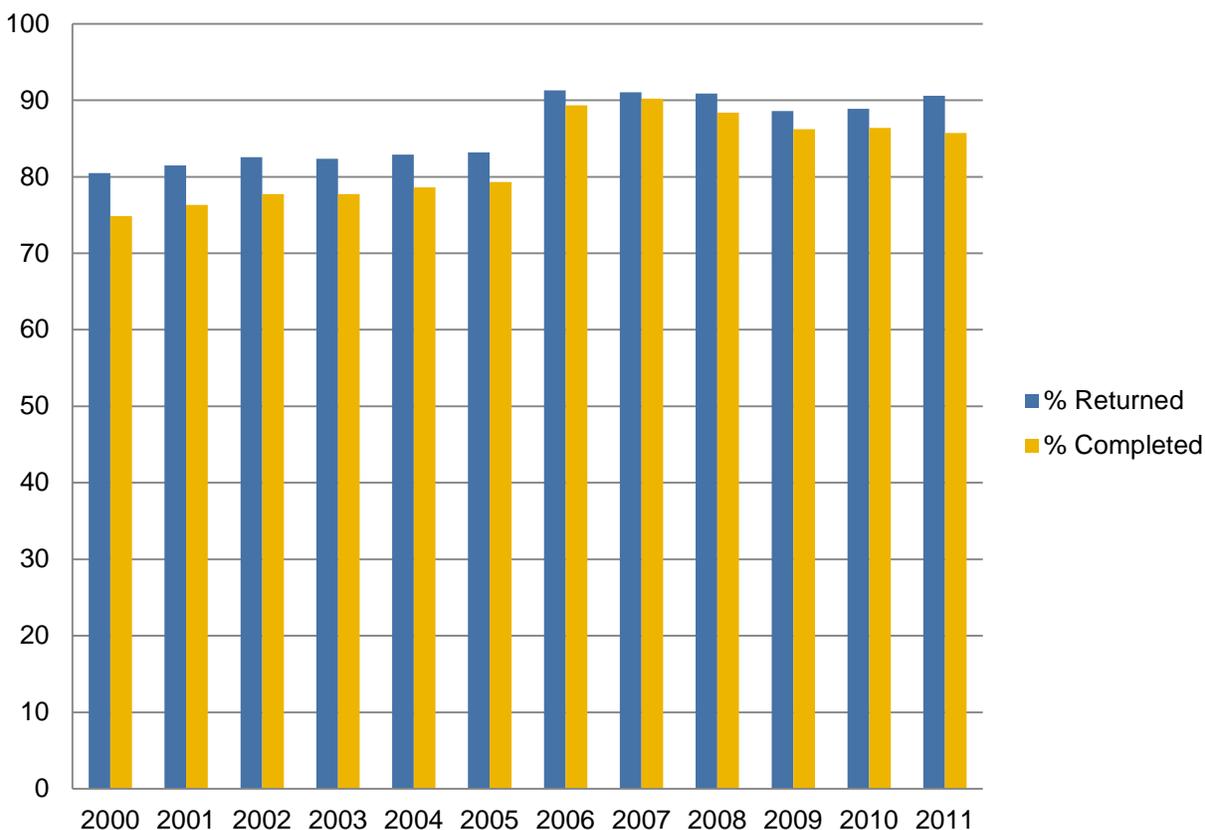
Workforce data provided by employees on the self-identification employment equity survey is used to compile the information found in this report. Employees have the option of updating their information at any time through the online system or their local human resource office.

For the purposes of this report, the external labour pool is drawn from data derived from the 2006 Canadian census and the Participation Activity Level Survey (PALS) 2001. Positions at the University are classified using Employment Equity Occupational Groups (EEOG's) which are established by Human Resource Skill Centre Canada (HRSDC).

As illustrated in Figure 1, the return rate for the Employment Equity Questionnaire in 2011 was 91% and the completion rate (those who chose to complete the survey rather than decline the survey) was 86%. Last year we saw an increase in returned surveys and completed surveys, this year we see yet another increase in engagement from our employees in returning the survey but a slight decrease in completion rate of less than 1%.

¹ Employment Equity Policy, University of Toronto

Figure 1: Trend analysis for percentage of surveys returned and percentage of surveys completed (full-time employees) 2011



The following table summarizes the representation rates for full and part-time employees who identified as members of the designated groups.

Table 1: Summary of representation rates (full and part-time employees) 2011-2012

Staff Category	Total	Women		Total Completed	Aboriginal		Visible Minorities		Persons with Disability		Sexual Minority	
		Count	Percentage		Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Total Academic	3598	1426	40%	80%	12	.4%	419	15%	48	2%	115	4%
Faculty	3101	1309	38%	79%	12	.4%	401	15%	47	2%	111	4%
Librarians	161	117	73%	94%	*	*	18	12%	*	*	14	9%
Staff (non union)	1351	632	62%	96%	*	*	300	26%	36	3%	68	6%
Staff (union)	4741	2931	62%	91%	45	1%	1376	32%	12	3%	196	5%
All Employees (ft/pt combined)	9354	4989	53%	89%	62	1%	2095	25%	20	2%	379	5%

Our overall employee count dropped slightly in 2010-2011. This year however, we saw an increase in overall numbers of employees who identified as female, Aboriginal, visible minorities, persons with disabilities, and sexual minorities in comparison to last year's data.

Table 2: Summary of representation rates (full and part-time employees) 2010-2011

Staff Category	Total	Women		Total Completed	Aboriginal		Visible Minorities		Persons with Disability		Sexual Minority	
		Count	Percentage		Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
All Employees (ft/pt combined)	9408	4928	52%	84%	61	.7%	2032	25%	203	2%	375	4.8%

Examples of Programs to Achieve Employment Equity Goals

Multiple departments and divisions continue to undertake activities that contribute to the creation of a welcoming, inclusive and diverse university community for our employees. Below you find just a few of such initiatives that continue to support diversity and excellence throughout the employment cycle.

Women

- The appointment of a special advisor on status of women issues to focus primarily upon research and policy development concerning the intersectionality of gender with race, disability, sexual orientation and Aboriginal status as these impact the lived experiences of women faculty, staff and students at the University of Toronto.
- We recognize that in order to retain our employees it is important to minimize the barriers associated with the employee's multiple roles and life events. The University offers parental leave top up for all staff and faculty, compassionate care leave, onsite and offsite daycare subsidy and additional childcare services and supports.
- The family care office offered a variety of workshops for staff and faculty specifically geared to those employees who are juggling multiple roles and responsibilities beyond work. Topics included *elder care: healthy care giving, planning for pregnancy and beyond, and can I have both: deciding when to become a parent while pursuing academia.*

Visible Minorities

- U of T continues to partner with the Toronto Region Immigrant Employment Council, a program that provides skilled immigrants with the connections and knowledge about the Canadian workplace so that they can find work in their professions.
- The Anti-Racism and Cultural Diversity Office sought to advance equity in the workplace by delivering "A Guide to Conflict, Culture & Inclusion" workshops to various employee groups throughout the University. The workshops sought to raise awareness about conflict, culture, and inclusion as well as the university resources that support staff in promoting an equitable work environment. Participants were also able to build cultural fluency, communication and conflict resolution skills.

Persons with Disabilities

- The Office of Health & Well-being works collaboratively with managers, HR, employees and sometimes union representatives to facilitate the accommodation of employees with illness, injury or some form of disability. In 2010, in addition to the many employees who were accommodated in order to facilitate a return to

work after injury or illness, 83 employees were accommodated while at work. Without such accommodation many of these employees would not be able to remain in the workplace. Managers' openness and flexibility are critical factors in the success of the accommodation efforts.

- The University has built accessible best practice into the employment cycle for employees at the University. Examples of best practice are illustrated in our online application service which is accessible for candidates with assisted software; print versions of postings are available for candidates upon request. Our Human Resource staff are aware of how to arrange interviews to be as accessible as possible and take into account a person's disability. When organizing interviews our generalists are asked to ensure that candidates are aware that they can speak to the generalist regarding any accommodation need and work together to find the most appropriate and reasonable accommodation for the interview. Upon hire, if a candidate requests accommodation, the office of Health and Wellbeing Programs and Services will work with the individual to ensure their needs are met.
- In order to ensure that we continue to support diversity in hiring, the AODA office and the Division of Human Resources and Equity attended the National Educational Association of Disabled Students (NEADS) Job Search Strategy Forum.

Aboriginal

- In partnership with First Nation`s House, the Aboriginal Program Committee which works to support the recruitment and retention of Aboriginal staff and faculty held its first networking event. The event took place at Walter Hall in the Faculty of Music and celebrated visiting scholar Pura Fe. Ms. Fe is a founding member of the internationally renowned native women's *a capella* trio, and recognized for creating and bringing a new genre of Native contemporary music to the forefront of the mainstream music industry.
- First Nation`s house proudly continues to present their magazine supporting the richness that the Aboriginal community has to offer both at the University and in the larger societal context.
- The Employment Equity officer in partnership with the Director of First Nation`s House spoke to career counselors at a conference in Ottawa to highlight the importance of recruitment practices for Aboriginal students to included recruitment practices for Aboriginal staff and faculty.

Sexual Minorities

- The Sexual and Gender Diversity office revamped their website to highlight the support services and programs available for all employees at the University. Initiatives highlighted touch on many aspects of staff and faculty interests.

Consultations, Committees and Communication

- Meetings have commenced throughout the year with those union groups who had negotiated joint employment equity committees. Management and union representatives work collectively to identify barriers, proactively work to remove any identified obstacles, and raise awareness of employment equity and the importance of engaging in the employment equity survey to their members.
- This year we began to survey CUPE 3902 employees online. The Union assisted in outreach and promotion of the employment equity survey stemming from discussions at the Employment Equity Joint Committee.
- This report is presented to university governance, specifically to the Academic Board and Business Board.

Faculty & Librarians

Workforce Analysis

The University of Toronto has 3,598 full and part-time academic staff; this includes faculty, professional librarians, and clinical appointed staff. Women account for 40% of this total. We exceed external availability data in the designated groups of women and visible minorities for faculty as illustrated in figure 2. We have also seen a slight increase in the percentages of sexual minorities in the faculty group since we began collecting data in 2006.

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

We do not exceed availability data in our faculty members who identify as Aboriginal members. We show a gap between external availability and internal rates which are considered significant only in the tenure stream, not in the clinical, non teaching staff, and other academics streams. This gap could be closed by hiring 2 people in this occupational group who identify as Aboriginal. We also have a gap for those faculty members who identify as a person with a disability in all faculty occupational groups. As required by the FCP, two separate benchmarks have been used to determine whether or not the under representation is significant. Occupational groups with both a gap number of -3 or greater and a gap percentage of 80% or less have been identified as occupational groups with under representation. This gap analysis is shown in table number 3 below.

Figure 2: External availability data compared to internal data for all faculty groups 2011

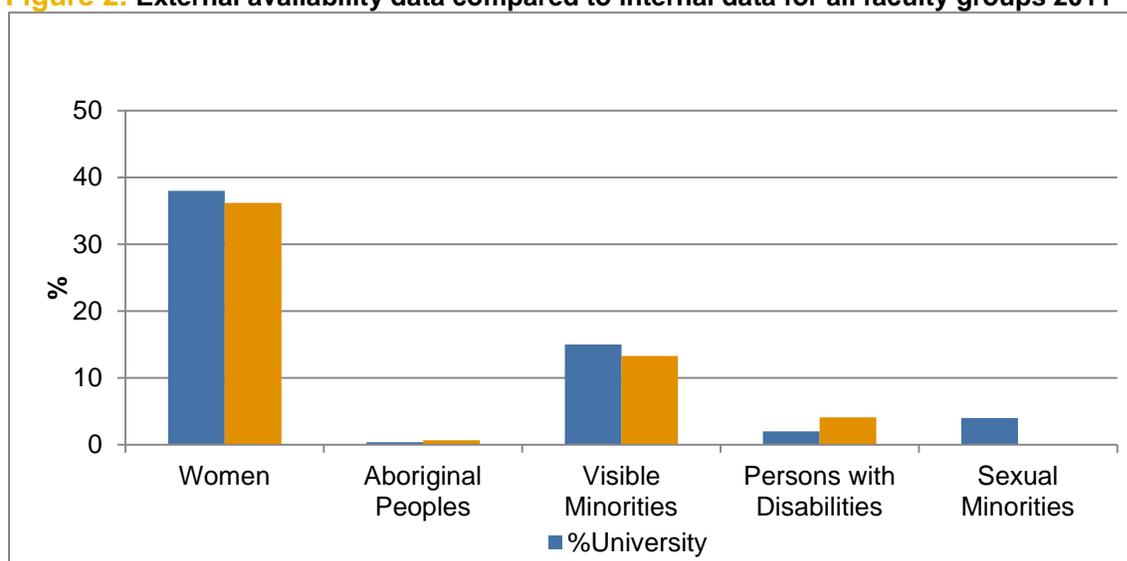


Table 3: Gap analysis for Aboriginal faculty

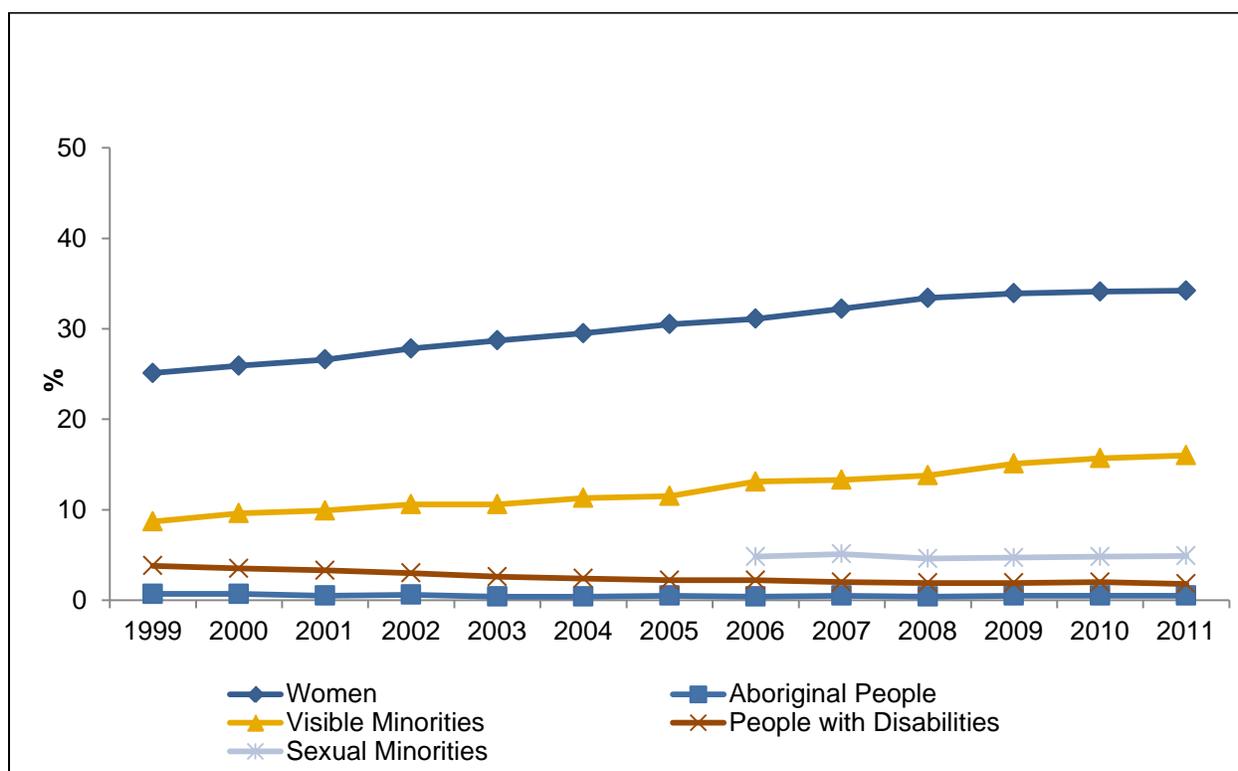
Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Professor Tenure stream	-5	64%	16%

Table 4: Gap analysis for faculty who identify as persons with disabilities

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Professor Tenure stream	-50	39%	41%
Clinical	-6	40%	40%
Non Teaching	-4	18%	62%
Other Academics	-9	35%	45%

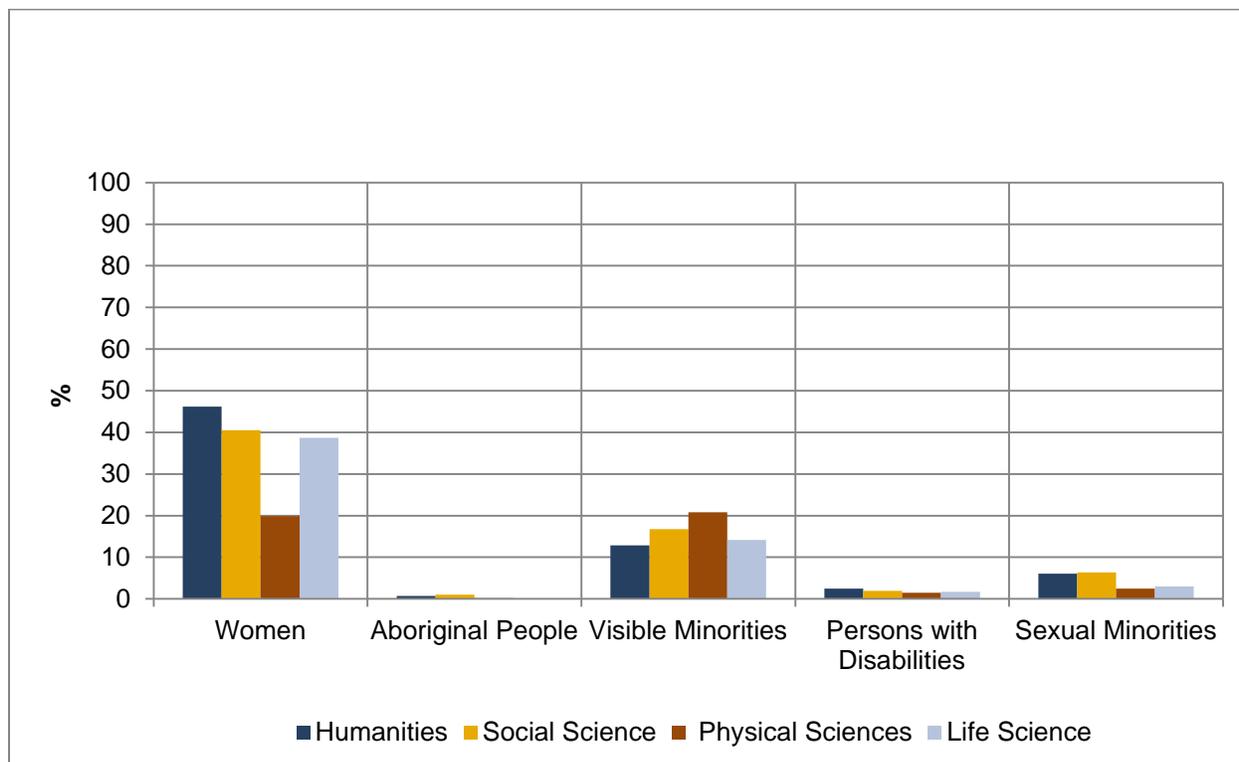
Figure 3 shows that since 2006 there has been slight increase or no change in designated groups among tenured faculty members.

Figure 3: Trend analysis tenure-stream faculty



The representation of designated groups among full time faculty by SGS division is shown in figure 4 below. There has been an increase in faculty members who identify as a sexual minority in each division since collecting data in 2006.

Figure 4: Representation of designated groups among full-time faculty by SGS division



While both figure 4 and table 4 illustrate the under representation of faculty members who identify as persons with a disability, it is important to acknowledge that the Employment Equity Survey is voluntary self disclosure. Individuals may `belong` to a particular group but for personal reasons chose not to identify. Another reality is that some individuals may not know that they would be considered to be a member of a particular group. Later in this report we show data from the Office of Health and Wellbeing Programs and Services which speaks to representation rates of persons with disabilities in our workforce.

When reviewing gap analyses it is important to recognize that the “gap percentage” indicates the percentage of under representation of the designated group in the internal workforce, as compared to the external availability rates. As the table above illustrates, in the professor tenure stream we have an under representation gap of 41% for persons with disabilities in relation to external availabilities. In this case if we hired 39 candidates from the external availability pool (those with the minimum qualifications and based in the GTA) there would no longer be a gap. The gap could also be closed or reduced if those faculty members who chose for whatever reason not to disclose a disability on the employment equity survey or who do not update their status on the survey were to correct this information.

Faculty Recruitment

Origin and Citizenship of New Hires

The origin of new hires is determined in two ways. For assistant and associate professors it is the location of the institution that granted their PhD. For full professors it is determined by the institution where they were previously employed. This may not necessarily represent the nationality or citizenship of the individual hired. A summary of citizenship information is included in Table 5.

Table 5: Origin of new tenure-stream hires 2010/2011 (n=76)

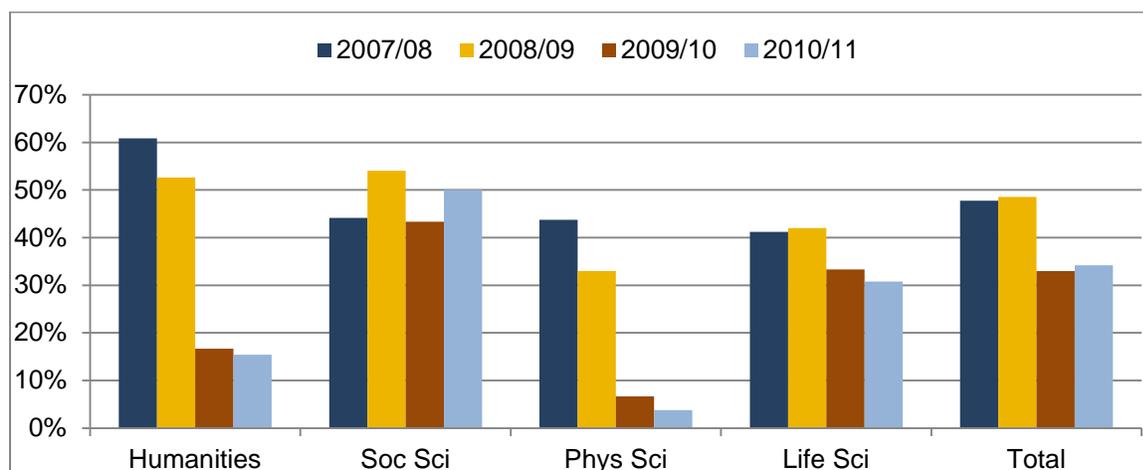
	2009/2010	2010/2011
New faculty originating from US Institutions	57%	58%
New faculty originating from international institutions	18%	16%
New faculty originating from Canadian institutions (other than U of T)	16%	11%
New faculty originating from U of T	10%	16%

Table 6: Citizenship of new tenure-stream hires 2010/2011 (n=76)

	2009/2010	2010/2011
New faculty holding Canadian citizenship	38%	50%
New faculty holding US citizenship	30%	26%
New faculty holding other citizenship	32%	24%

Table 6 shows that more than half of our new hires came from US institutions. This year a slightly lower proportion of new faculty came from institutions outside of North America, while just over a quarter came from Canadian institutions including U of T.

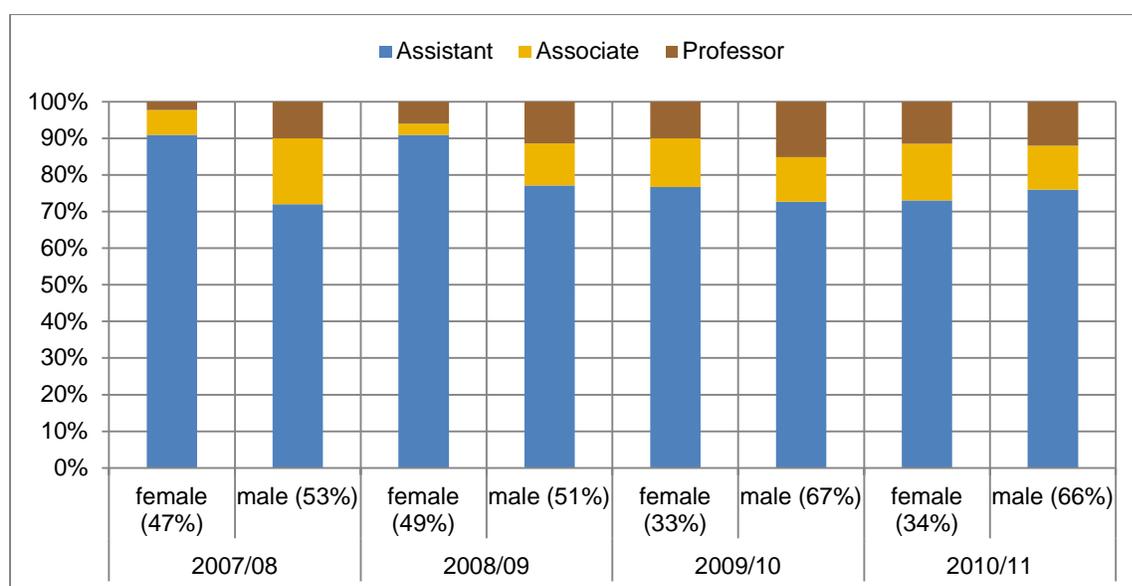
Figure 5: Women tenure-stream hires (%) by SGS Division



Data is collected on the representation of women amongst new hires at the University. Women accounted for 34% of new hires (n=26), a similar proportion to last year. As Figure 5 indicates, there was a decline in the proportion of women hired in all SGS divisions except Social Sciences which increased by 7% to 50% of new appointments. Physical Sciences and Humanities continue the trend toward very few women hires compared to 2007/08 and 2008/09 where women represented a larger proportion of new appointments.

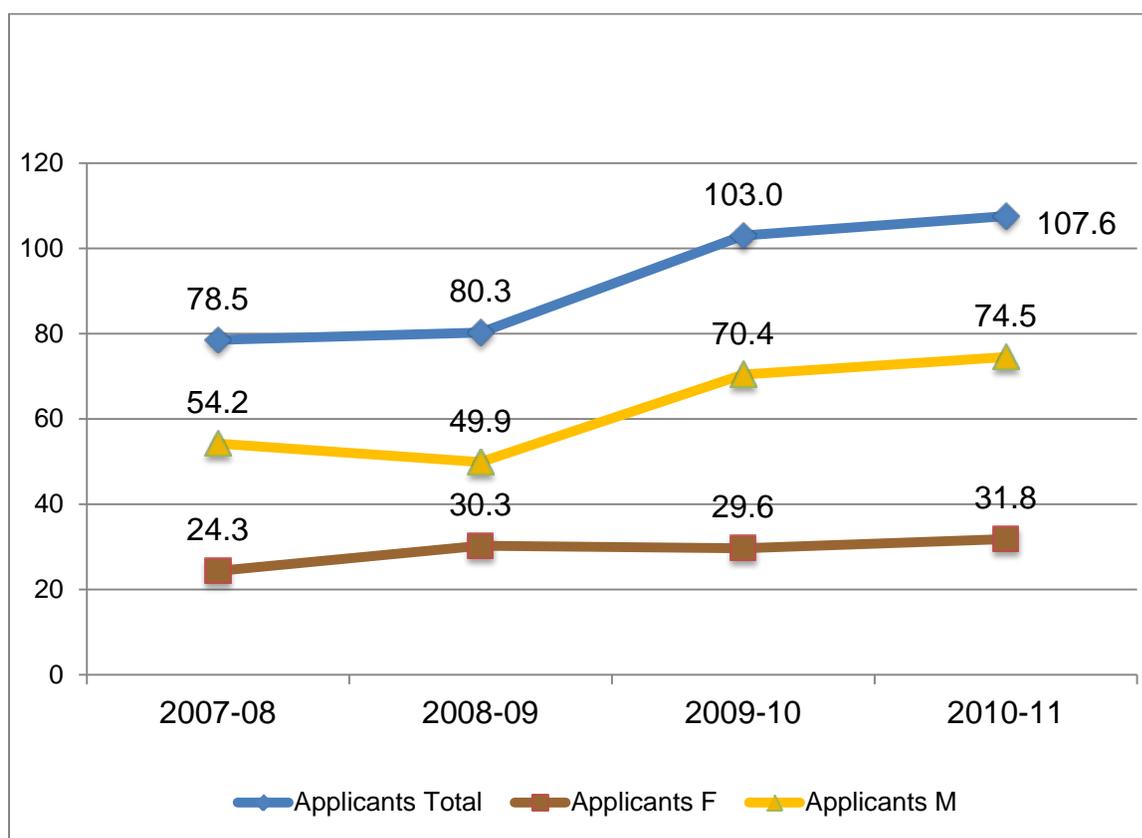
Appointments of all faculty are predominantly at the rank of assistant professor (n=57) (see Figure 6). In 2010/2011, the proportion of women hired at more senior ranks (associate and full professor) increased to 34% of senior appointments (n=7).

Figure 6: Comparison of women and men new hires by rank



The decline in appointments for women faculty beginning in 2009/2010 and continuing this year warrants further investigation. A more detailed consideration of the applicant pool provides insight into the fewer number of women hired. Examining the mean number of applications per search allows us to consider trends in the applicant pool over time. Figure 7 provides a breakdown of the mean number of male and female applicants for the last four years. While we can see that there has been a continuing increase in the number of applicants per search, the mean number of women applying has only increased slightly since 2007/08. The increase in the mean number of applicants per search is due to an increase in male applicants.

Figure 7: Applicant pool (mean per search)



A closer examination of how the pool of candidates move through the recruitment process shows the ‘knock-on’ effect of a much higher number of male applicants in the initial pool (see Figure 8). This year there was a decline in the mean number of women shortlisted compared to previous years, while the number of men shortlisted remains the same as 2009/2010.

Figure 8: Shortlisted candidates (mean per search)

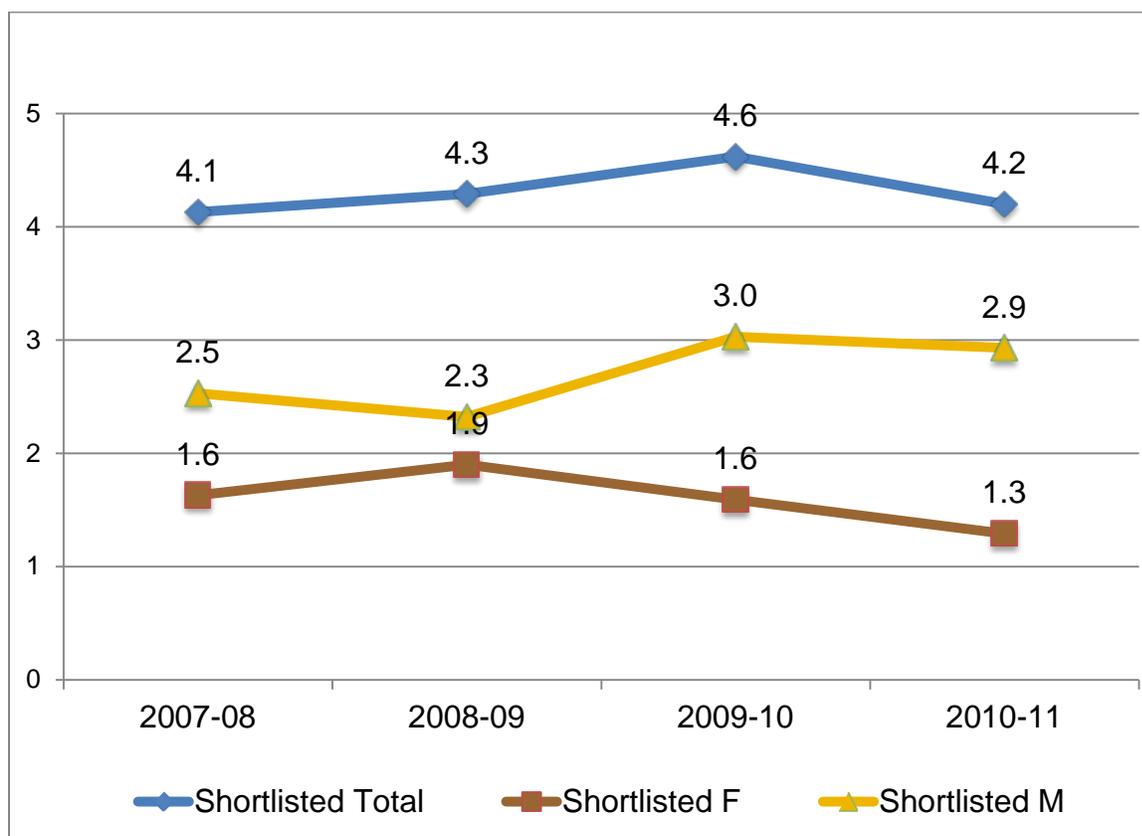


Figure 10 provides details on the mean number of offers made for each search – because it is not uncommon for there to be more than one offer made in a search, the mean number is slightly above 1. Nonetheless, here again we see the impact of the larger number of men in the applicant pool, though there was a slight decrease in offers made to men and a smaller increase in the mean number of offers for women.

New Hires – Visible Minority

Where possible, data is collected during the search process on the representation of visible minorities. There are some limitations to the identification of visible minorities as search committees must rely on their own judgment in determining whether a candidate qualifies as a visible minority². Figure 9 below indicates that this year the proportion of visible minority hires has increased by 1% overall. The total increase was found in the Social Sciences where 42% of appointments were identified as visible minorities. There were declines in the proportion of visible minority hires in the other three SGS divisions.

² The increasing use of UTORecruit and the online application process has allowed for more accurate assessment of the pool. Where divisions choose to use UTORecruit exclusively, our office is able to provide an accurate summary of all equity data; however search committees must still determine whether interviewed candidates are visible minorities.

In line with all new hires, the majority of new visible minority faculty were hired at the junior ranks of assistant professor and assistant professor conditional (81%).

Figure 9: Visible minority hires by SGS Division (n=21)

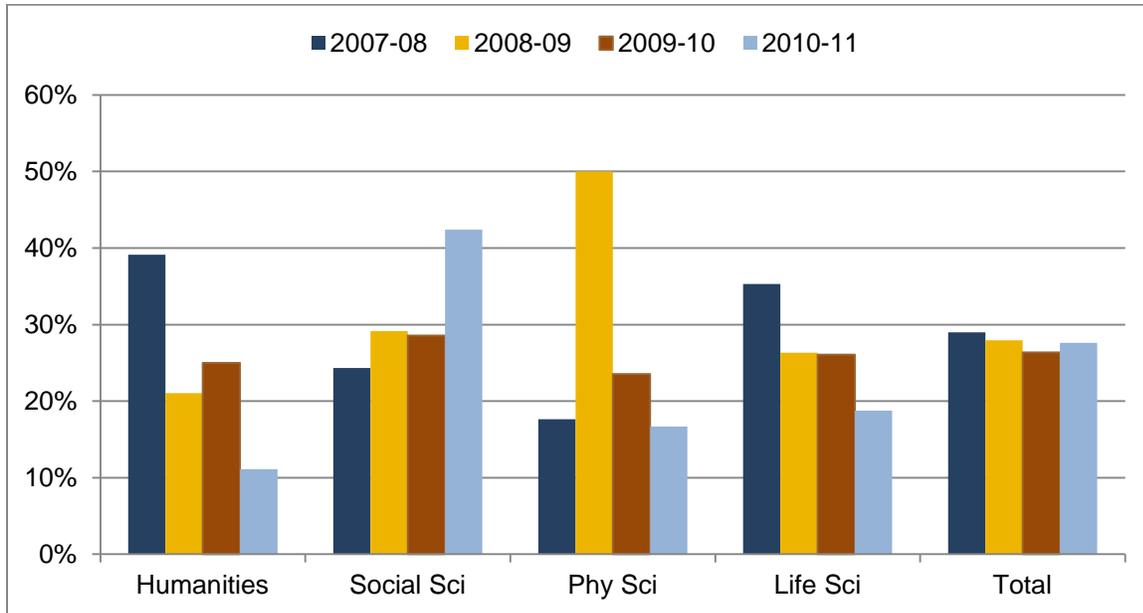
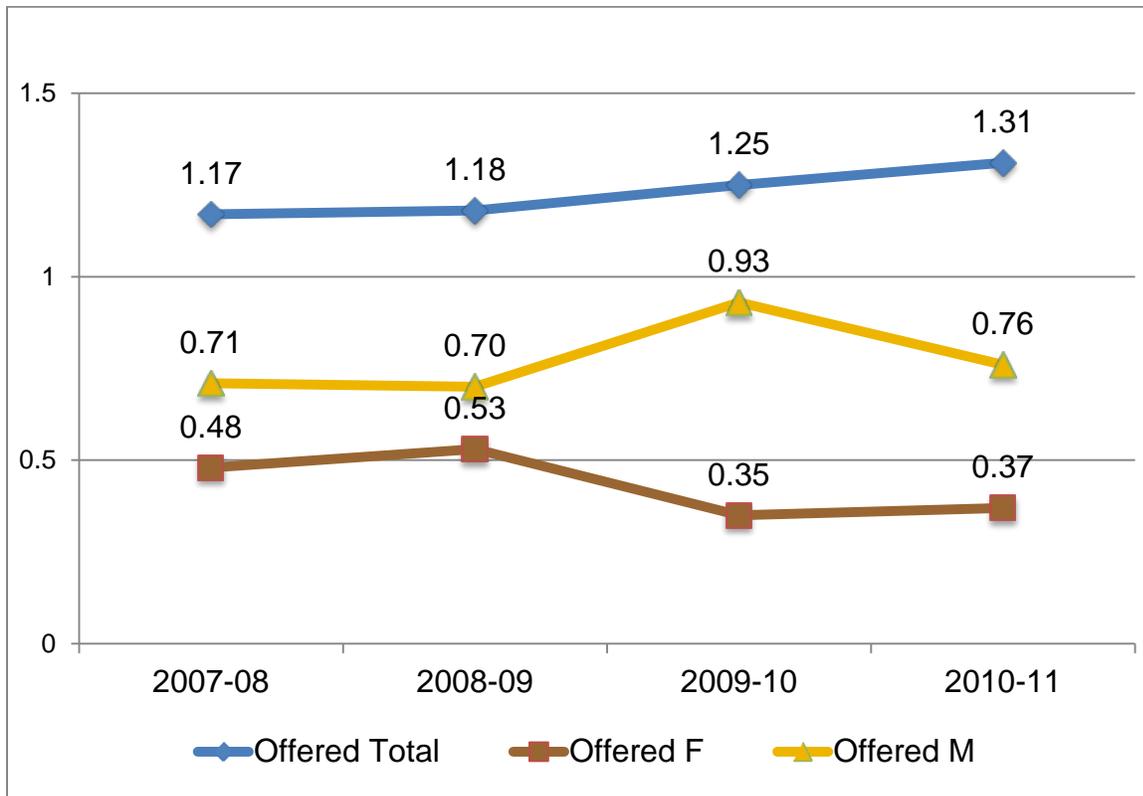


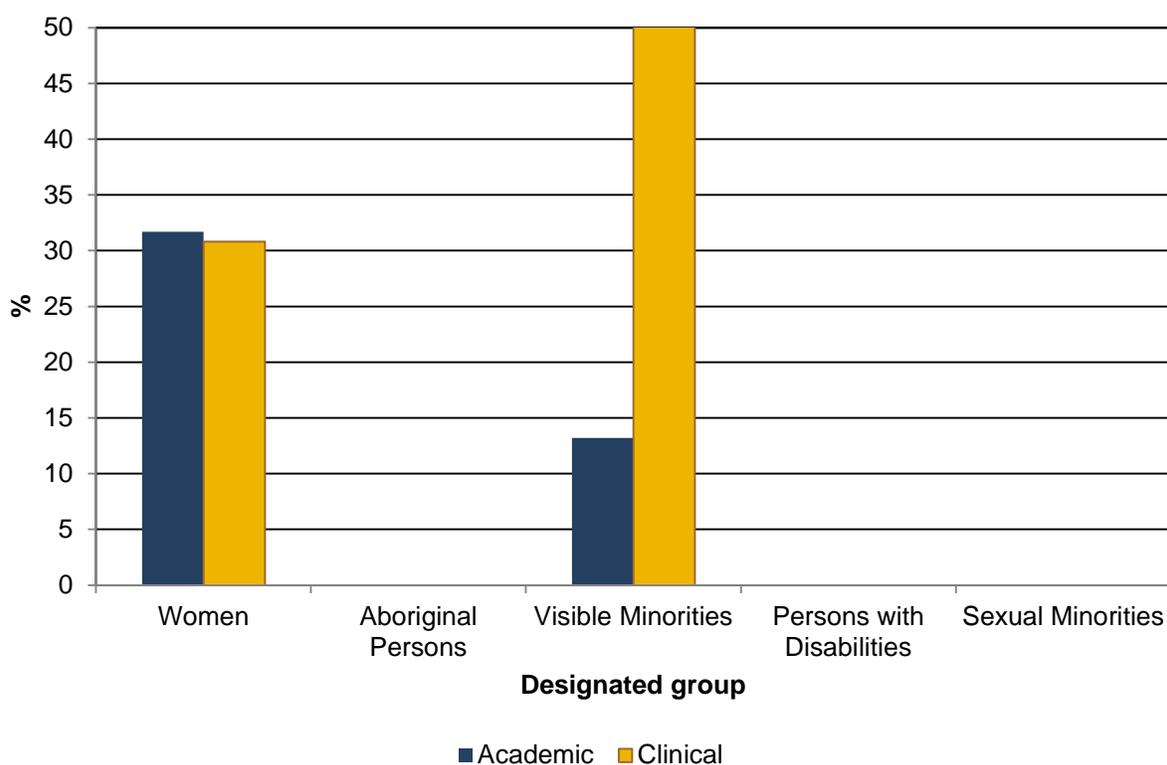
Figure 10: Mean number of offers made (per search)



Faculty Promotion

In comparison to last year's data there is a significant increase in proportion of promotions for visible minorities and for women in the clinical streams. There is also a decrease in promotions for sexual minorities and persons with disabilities in the academic occupational groups in comparison to last year's data.

Figure 11: Promotions for academics by designated group to full professor



Academic Administration

While designated groups continue to take on leadership roles at the University we show gaps considered to be significant under the FCP for women, Aboriginal members, and those who identify as persons with a disability. Figure 12 illustrates the percentage of designated groups in the academic administrators group, while tables 6 and 7 and 8 show gap numbers for women, Aboriginals, and persons with a disability.

When reviewing the gap numbers below it is important to recognize that some gaps could be made insignificant with the hiring of one qualified member from a particular group.

Figure 12: Officers and academic administrators by designated group

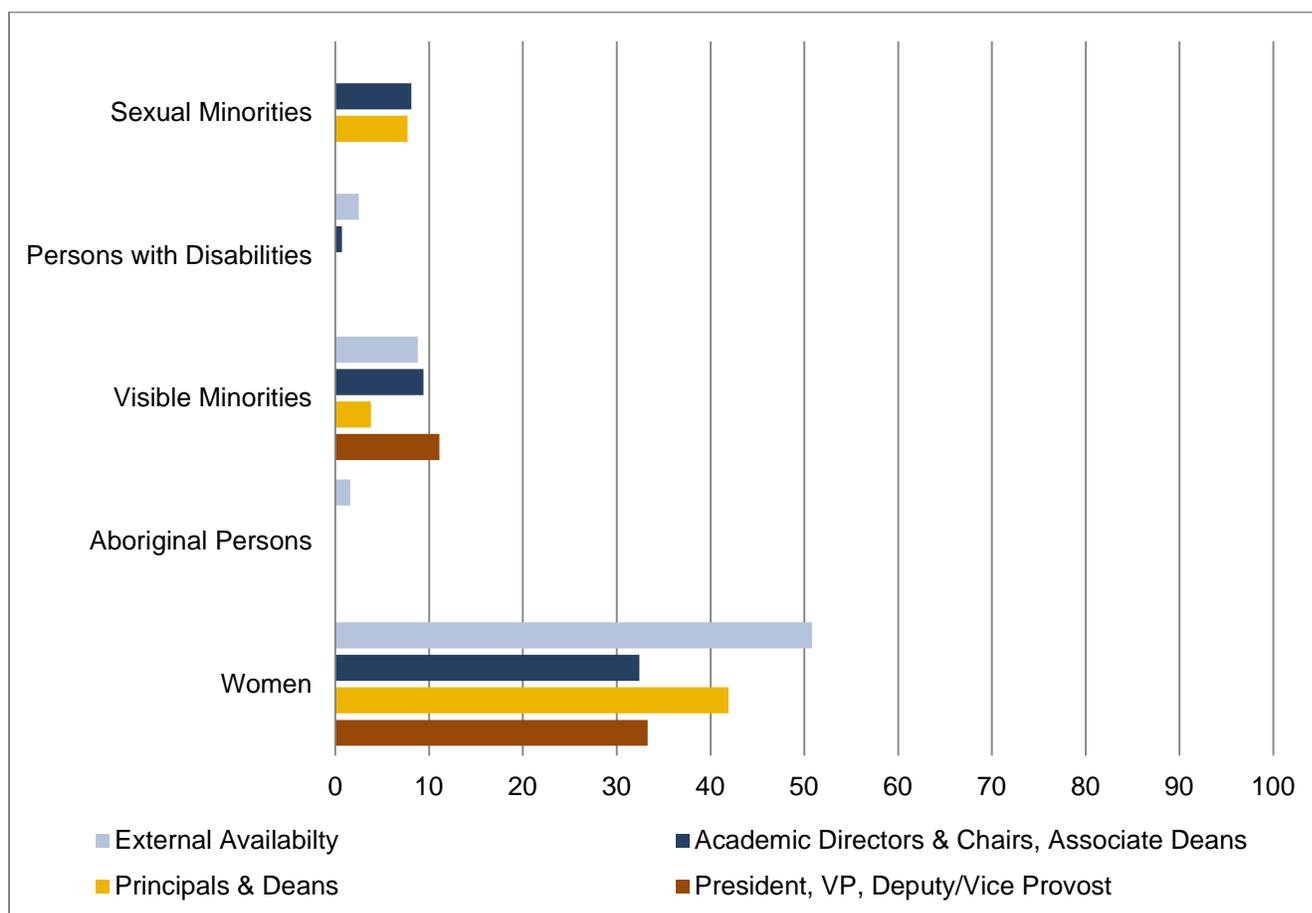


Table 7: Gap analysis for women

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Principals and Deans	-4	75%	5%
Academic, Directors, Chairs, Associate Deans	-41	58%	22%

Table 8: Gap analysis Aboriginal

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Academic, Directors, Chairs, Associate Deans	-3	100%	80%

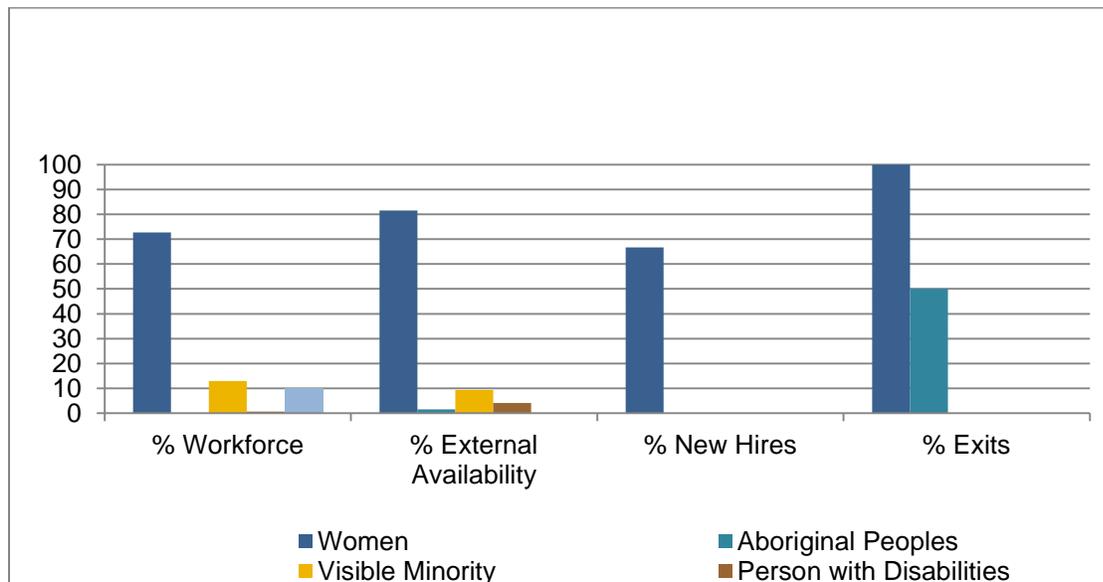
Table 9: Gap analysis persons with disabilities

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Academic, Directors, Chairs, Associate Deans	-3	23%	57%

Librarians

Over 72 % of professional librarians at the University are women. While women are not under represented, it is interesting to note that external availability rates in this particular occupational group exceed 80%. We show under representation of significance in the professional librarian group for persons with disabilities. If three qualified candidates who identified as members of this designated group were hired, or disclosed on their survey, there would be no under representation. Figure 13 shows the full and part-time professional librarian internal, external, new hire and exit data for designated groups. For each designated group in this profession at the University, the exit data is higher than the new hire and workforce compliment data. If this trend continues we will likely see more gaps of under representation in this particular professional area.

Figure 13: Full and part-time professional librarians workforce data, new hires, and exits by designated groups



Sexual minorities have increased representation in the professional librarian occupational group since 2006, almost doubling in representation rates.

Staff (Non-unionized and Unionized)

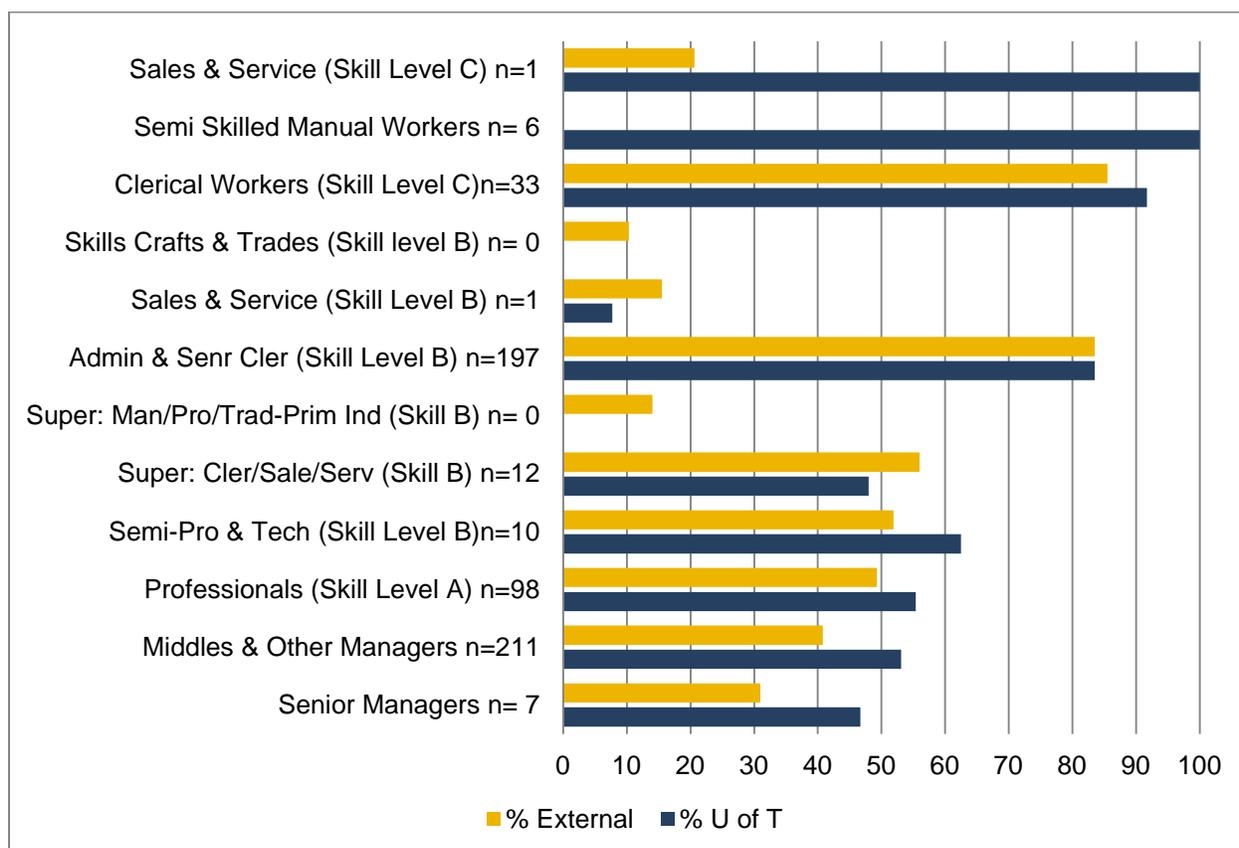
Workforce Analysis

The staff complement for non unionized and unionized staff totals 5,756 for the year 2011- 2012. Women comprise 62% of these employees, an increase of 4% compared to last year`s data.

Non-unionized Staff

Women comprise of 62% of staff who are not unionized. Non-unionized staff has the highest return rate for the employment equity survey, totaling 96%. Women exceeded external availability rates in all occupational groups within the non-unionized professionals except for the supervisor of clerical, sales or service professionals where there is a gap, albeit not one that is considered significant. This data is shown below in figure 14.

Figure 14: Representation rates of women compared to external availability rates by EEOG



Three designated groups showed under representation in the non-unionized professional groups. Gaps are shown below in tables 9, 10 and 11 for Aboriginal members, visible minorities, and persons with disabilities.

Table 10: Gap analysis for Aboriginal

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Middles and other Managers	-5	18%	62%

Table 11: Gap analysis for visible minorities

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Supervisor of clerical, sales or service professionals	-4	51%	29%

Table 12: Gap analysis for persons with disabilities

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Admin and Senior Clerical	-3	64%	16%

Note that by adding one qualified employee in the area of administrative and senior clerical who identifies as a person with a disability there would be no under representation in this category.

No other employment occupational groups (EEOGS) in the non-union staff categories showed under-representation of designated groups.

Recruitment & Retention

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

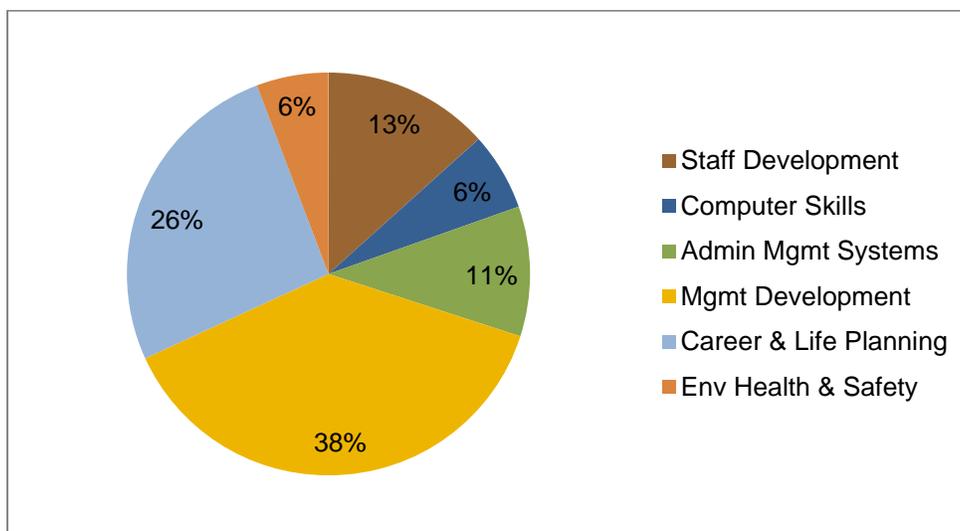
Table 13: Training participation rates for full-time non-unionized staff

Designated Group	% Days Training	% University Workforce
Female	73.22	54.9
Aboriginal	.33	.45
Visible Minority	29.50	25.02
Persons with Disability	3.09	2.81
Sexual Minorities	1.15	5.53

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

Figure 15 shows the types of training employees in this group took part in over the year.

Figure 15: Training by major topic non-unionized staff



Promotion

In comparison to last year's data women and visible minorities showed an increase in the percentage of promotions received, while sexual minorities showed a decrease. These numbers are shown in Table 14 for this year's data and table 15 for last year's data.

Table 14: Promotional data for non-union staff by designated group 2011-2012

Designated Group	% Promotion	% University Workforce
Female	67.0	55.8
Aboriginal	0	.4
Visible Minority	35.3	25.0
Persons with Disability	0	5.3
Sexual Minorities	0	5.3

Table 15: Promotional data for non-union staff by designated group last year's data 2010-2011

Designated Group	% Promotion	% University Workforce
Female	64.4	62.1
Aboriginal	0	.7
Visible Minority	24.1	22.5
Persons with Disability	0	3.2
Sexual Minorities	9.6	6.4

Exit Data

As shown in figure 16, women and sexual minorities showed a higher rate of exits compared to the rate of hire for these groups. It is also important to note, however, that the new hire rate for women still exceeded external availability rates. Sexual minorities showed a decrease in workforce compliment in this particular staff grouping in comparison to last year's data (6% this year, 6.4% last year). It was noted last year that sexual minority exit rates were higher than new hire rates which would contribute to such a decline in workforce compliment. While this year the exit rate of sexual minorities in the non union staff groups is lower than last year (9% in 2010/11 vs. 11% in 2009/10) the new hire rate is also lower this year (4%) in comparison to last year (9.5%). We will likely see a lower workforce compliment in this designated group again next year. It was noted last year that visible minorities in the non unionized staff group showed a higher rate of exits in comparison to the new hire rate. This year the exit rate for visible minorities was lower and there was an increase in new hire rate which all contributes to a higher workforce compliment.

Figure 16: Exit and new hire rates for non-unionized staff

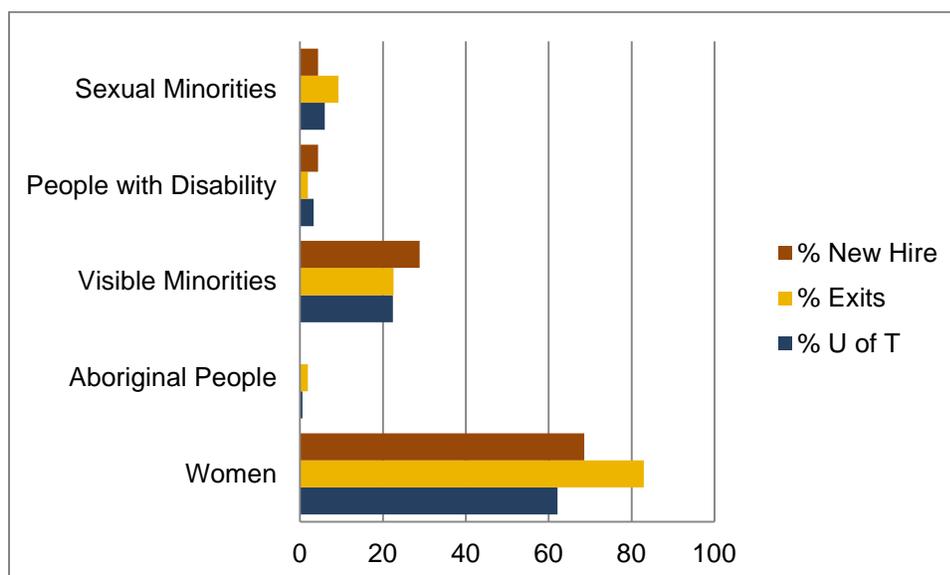


Table 16: Exits by Designated Group of non-union staff (full-time)

	% U of T	% Exits	% New Hire
Women	62.1	82.9	68.6
Aboriginal People	0.6	1.9	0
Visible Minorities	22.4	22.6	28.9
People with Disability	3.3	1.9	4.4
Sexual Minorities	6	9.3	4.4

Unionized Staff

There are 4,741 unionized staff members at the University, an increase of 74 since last year. Unchanged from last year, 62% of unionized employees are women. The completion rate of the employment equity survey for unionized professionals is 91%. The representation rate of visible minorities within the unionized staff group is 32%, the highest among employee groups at the university.

Gap analysis show under representation of women, Aboriginals, visible minorities, and persons with disabilities in some employment occupational groups. These gaps are shown in tables 17, 18, 19, and 20.

Table 17: Gap analysis women unionized staff

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Skills Crafts & Trades	-8	34%	46%

Table 18: Gap analysis Aboriginals unionized staff

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Professionals skill level A	-9	19%	61%

Table 19: Gap analysis visible minorities unionized staff

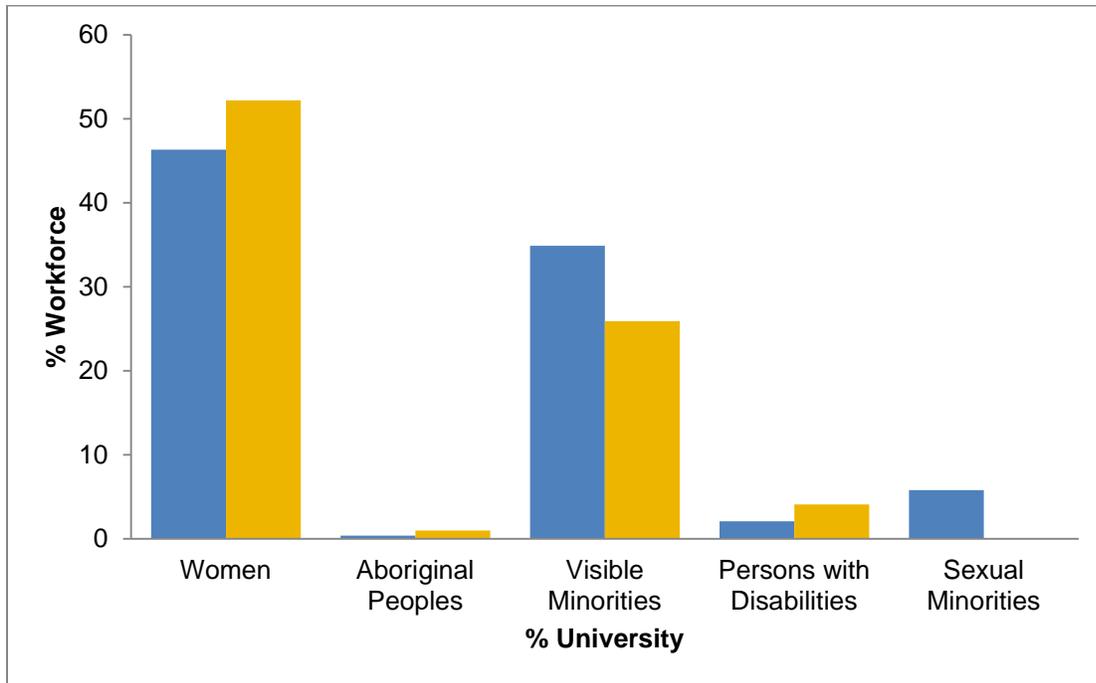
Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Sales & Service	-6	75%	5%
Skills Crafts & Trades	-16	73%	7%
Semi skilled manual workers	-8	21%	59%
Sales and Service	-73	62%	18%

Table 20: Gap analysis persons with disabilities unionized staff

Occupational Group	Gap #	Gap %	% of Under representation in our workforce
Professionals skill level A	-14	48%	32%
Semi professionals and Technical staff	-9	71%	9%
Skilled crafts and Trades	-13	70%	10%
Sales and Service	-14	42%	38%

As stated earlier, this year we collected data on teaching assistants in local CUPE 3902. Of the 5450 teaching assistants only 854 declined the survey. This showed approximately an 85% return rate of this employee group. Women comprise 46.3% of teaching assistants. We exceed external availability rates by 10% with those who identified as visible minorities at 35%. The chart below illustrates designated groups in the teaching assistant employment group. The blue bar indicates internal availability as compared to the yellow bar showing external availability.

Figure 17: External availability data compared to internal data for Teaching Assistants (Sept 2010 - Aug 2011)



Recruitment & Retention

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

Table 21: Training rates for unionized staff

Designated Group	% Days Training	% University Workforce
Female	73	62
Aboriginal	.3	.8
Visible Minority	29.5	33
Persons with Disability	2.5	3
Sexual Minorities	.2	4.2

Promotion

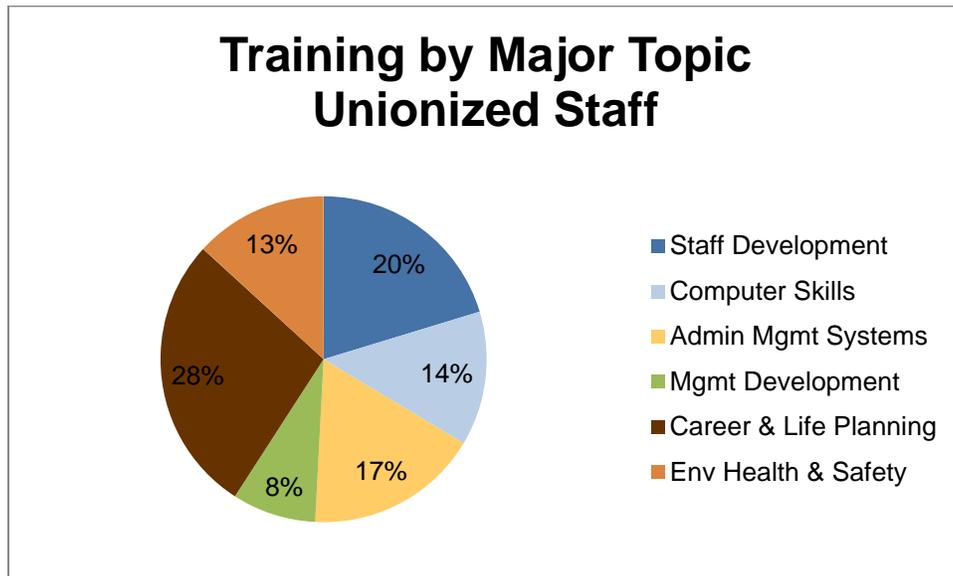
Full time female unionized staff account for 65% of the promotions in their employee group. This was a slight increase since last year by 2%. Only women as a designated group showed higher promotional rates than their representation in the workforce unlike last year when other designated groups showed higher rates of promotion in comparison to workforce data.

Table 22: Promotional data unionized staff by designated group

Designated Group	% Promotion	% University Workforce
Female	65	62
Aboriginal	.5	.8
Visible Minority	30	33
Persons with Disability	0	3
Sexual Minorities	0	4.2

Opportunities for training and development cover a variety of areas such as techniques to refine resumes and cover letters, career consultation, work /life consultation, computer tutorials, leadership development, financial skills, communication and mentoring programs. The figure below illustrates the areas of training which unionized staff took part in last year through ODLC.

Figure 18: Training by topic area for unionized staff



Exit Data

Figure 19 shows exits data compared to new hire data for unionized professionals.

Figure 19: Exit data compared to new hire and workforce compliment unionized staff

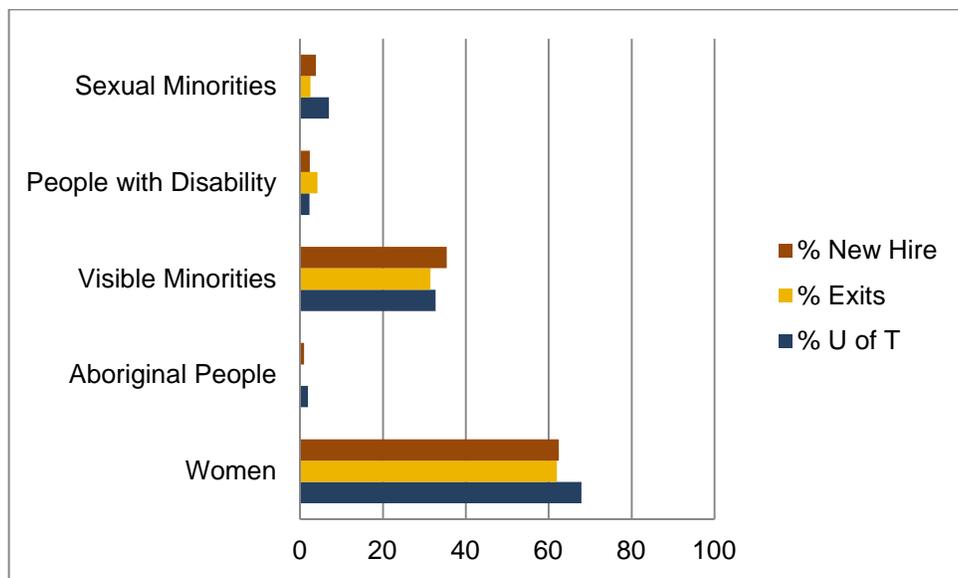


Table 23: Exits by Designated Group of Non-union Staff (full-time)

	% U of T	% Exits	% New Hire
Women	67.9	62	62.4
Aboriginal People	1.9	0	1
Visible Minorities	32.7	31.5	35.4
People with Disability	2.3	4.2	2.4
Sexual Minorities	7	2.5	3.8

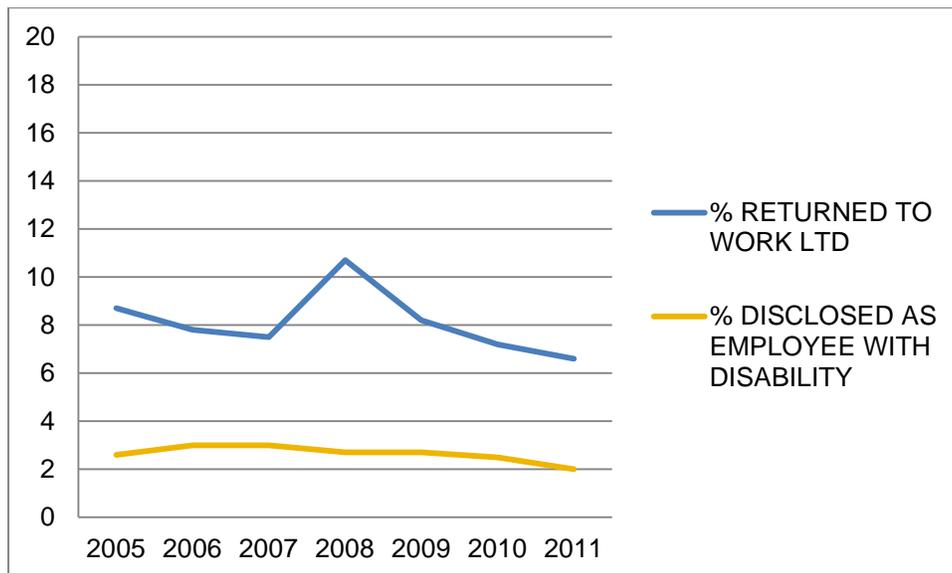
New hires exceeded exit data for all designated groups except for persons with disabilities. We would expect to see a slight increase in workforce compliment next year for those groups showing an increase in new hires in comparison to exits.

Summary

While under representation is illustrated for various designated groups within particular employment occupational groupings it is important to note that the employment equity survey is provided to employees at hire during their benefits session. While employees are provided with information on the importance of the survey it is a voluntary self identification. Employees are able to update their information at any time through Employee Self Service (ESS).

We also recognize that there are still stigmas associated with particular designated groups and difficulties in designated groups regarding self identification. As a result, the numbers alone may not tell the entire story or present as accurate a picture as one might hope for. This is illustrated in the chart below which shows the number of employees who sought assistance for disability related matters from the office of Health and Wellbeing Programs and Services compared to those who self disclosed on the employment equity survey as having a disability. This gap may be indicative of a degree of under reporting of the number of persons with disabilities at the University.

Figure 20: Persons with disabilities comparative data sources
Comparison of Employees who return from LTD to Employees who disclose on survey



The employment equity office will begin to review reasons for non identification on the employment equity survey in the coming year. This review will include data from surveys that are returned but not completed and conversations with specific groups to identify any potential barriers in the survey in order to remove obstacles for engagement. The office will also be working with the senior communications officer to implement a communication strategy to promote employment equity goals. This strategy will examine the challenges the university has faced in achieving its goals and the steps

it intends to take to create a university environment that fully reflects the composition of its community.

In the past year particular steps were taken by the University to commit to an accessible and effective process for employees to be protected from discrimination in the workforce. The guidelines for employees on concerns and complaints regarding prohibited discrimination and discriminatory harassment, along with the human resources guidelines on civil conduct provide employees with a protocol and process for complaints to be addressed.

It is our intention that these new and continued efforts will work towards building an environment that supports our commitments to employment equity at the University of Toronto.

Appendix