FOR INFORMATION **PUBLIC** **OPEN SESSION**

TO: Business Board

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DATE: March 25 for April 7, 2015 (amended April 8, 2015)

AGENDA ITEM: 2

ITEM IDENTIFICATION:

Employment Equity Report 2014

JURISDICTIONAL INFORMATION:

This report is provided for information only. Business Board has jurisdiction over employee policies and terms and conditions of employment for administrative and unionized staff.

GOVERNANCE PATH:

1. **Business Board for information (April 7, 2015)**

PREVIOUS ACTION TAKEN:

This is an annual report.

HIGHLIGHTS:

The University has prepared an annual Employment Equity report for the past 19 years, initially in order to comply with the Federal Contractors Program (FCP), but additionally because analysis of employment equity data is important in terms of our institutional commitment to Equity and Diversity. As noted in last year's report, changes to the FCP (specifically a significant increase to the threshold of Federal contracts received) led to our exemption from the Program. We continue to be exempted. This report, therefore, is for our internal use.

Key points from the report:

- Employment Equity data is gathered through an on-line Employment Equity Survey, accessed through Employee Self-Service (ESS). The survey return rate in 2014 was 85.53%, unchanged from 2013. The completion rate (those who chose to complete the survey) was remained relatively steady at 84.22%.

- The report provides a comparison of internal and external workforce representation for four designated groups: women, visible minorities, Aboriginals, and persons with disabilities and notes where there are gaps.

- The report also provides information regarding representation rates at various phases of the hiring process, promotions and exits for both faculty and staff.

- There was a small increase in the total number of employees at the University in this reporting period (n=144). There was a small increase in the percentage of women in the total workforce of the University (from 53.7% to 54.3%).The percentage of employees who have identified as a visible minority, Aboriginal, or persons with a disability with remains relatively consistent with last year. Those who identify as sexual minorities among faculty declined slightly, while the number of staff increased.

- The number of women faculty and the proportion of faculty who self-identify as visible minorities continue to lag just slightly behind external availability data for this designated group. The percentages for persons with disabilities and those who identify as Aboriginal remain below external availability. It should be noted that the external availability data is based on the numbers in the external (Canadian) workforce with the minimum qualifications to be a candidate for a particular occupational group. The University hires faculty from broad international candidate pools and frequently attracts candidates with exceptional qualifications, therefore our true external availability pools are much smaller than those normally used for reports of this kind.

- Programs, initiatives and events which support the employment equity at the University are also outlined in the report.

FINANCIAL IMPLICATIONS:

N/A

RECOMMENDATION:

N/A

DOCUMENTATION PROVIDED:

University of Toronto 2014 Employment Equity Report

University of Toronto
2014 Employment Equity Report

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Foreword from the Vice-President Human Resources & Equity

The 2014 Employment Equity Report documents the University of Toronto's ongoing commitment to the principles of employment equity and the requirements of the Federal Contractors Program (FCP).

As noted in last year's report, the Federal Government made several changes to the FCP in 2013, notably increasing the threshold for inclusion in the FCP from $250,000 to $1M in goods and services contracts. While the University continues to be excluded from the FCP, we remain committed to documenting our employment equity statistics and programs, following the principles set out in our Employment Equity Policy, and reporting our progress in the spirit of the FCP requirements.

The principles of equity, diversity and inclusion and their fundamental relationship to excellence are at the heart of the mission and values of this University. Our equity offices form the core of our efforts to translate policy into practice and culture, provide support, and create and grow engaged communities of thought and action on our campuses. Everyone at the University of Toronto plays an important role in the continued achievement of employment equity. We must work together as an institution to leverage the university's locations throughout the Greater Toronto Area in reaching out and representing our diverse communities in our work force.

The University continues to be recognized as an innovative and progressive employer. Mediacorp named the University as one of Canada's Best Diversity Employers for the 8th year running. We have also been recognized as one of Canada's Top 100 Employers for 2015, a Top Employer for Canadians over 40 for 2014, one of Canada's Top Family Friendly Employers for 2015, and a Greater Toronto Top Employer for 2015.

Maintaining and strengthening this culture of excellence requires ongoing effort and a perpetual commitment to open dialogue and new ideas from all corners. I am very proud of all that we have accomplished and look forward to what is next.

I invite you to review this report and visit our Human Resources & Equity website, and to contact us if you have any questions or comments.

Sincerely,

Professor Angela Hildyard
Vice-President, Human Resources & Equity

Workforce Analysis Overview

Collection of Workforce Data (2013-2014)

The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of talent pools of qualified individuals available for hire by the University.[1]

The University collects data from employees regarding membership in the four (4) designated groups: women, Aboriginal persons, visible minorities, and persons with disabilities, in accordance with the manner set out by the Federal Contractors Program (FCP). The University also collects census data on sexual minorities. The University administers the Employment Equity Survey on-line to appointed employees through our Employee Self-Service (ESS) system. A similar system for non-appointed employees was put into place last year. 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.

The data that is collected is kept confidential and used only to assess the University's progress with respect to employment equity. Note that reported data is suppressed where the number of individuals in a group is fewer than six.

The data regarding the external labour pool is drawn from the 2006 Canadian census and the Participation Activity Level Survey (PALS) 2006 (the most recent data available). These two surveys are the source of the "External availability data" as referred to throughout this report. Positions at the University are categorized by Employment Equity Occupational Groups (EEOGs) as established by Employment and Social Development Canada (ESDC).

This report documents trends and year-over-year achievements, as well as identifying areas where work is required to further the University's commitments.

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[1] Employment Equity Policy, University of Toronto, 1991

Figure 1: Trend Analysis for Percentage of Surveys Returned and Percentage of Surveys Completed (Full-Time Employees)
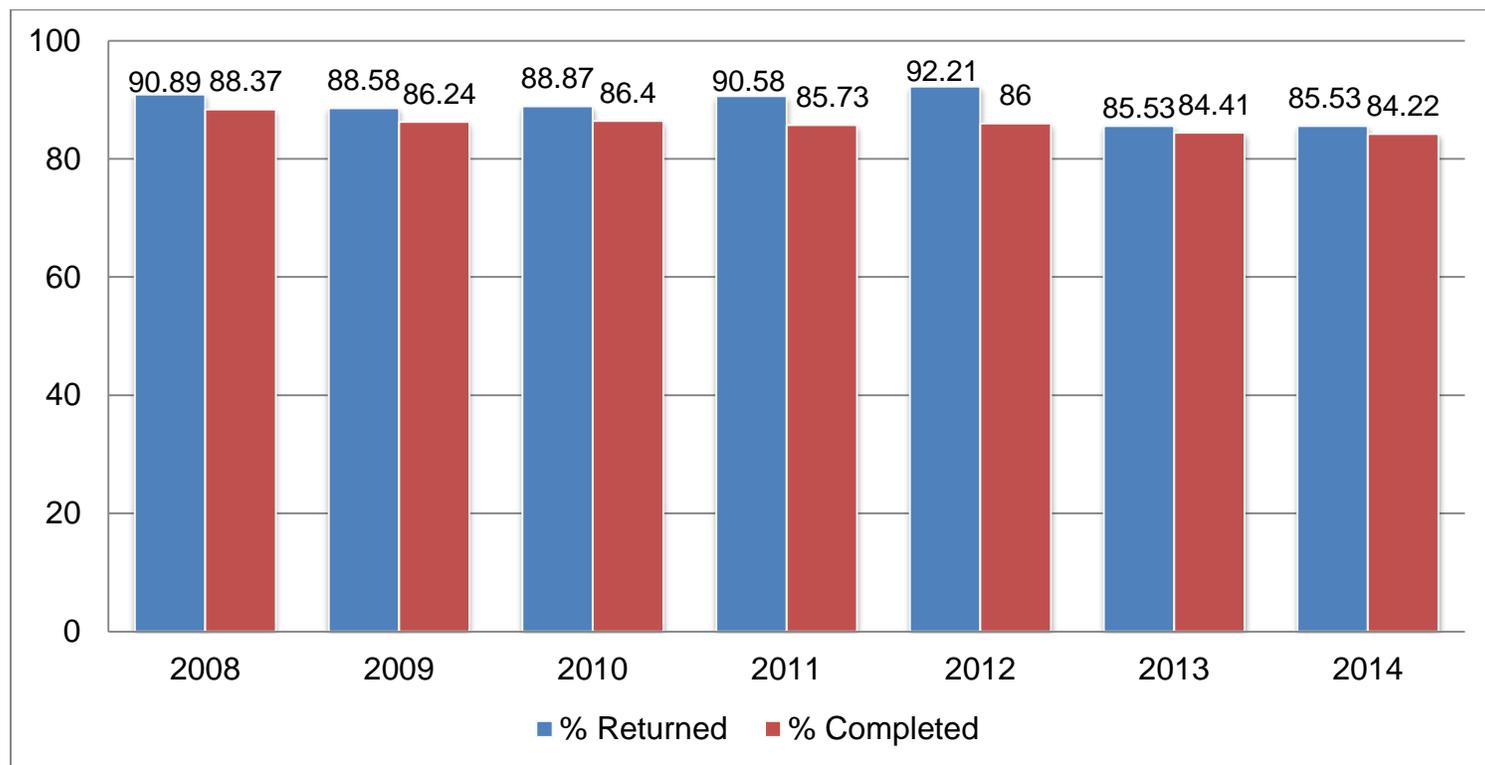
We measure both returned and completed surveys. Figure 1 shows the return rate at 85.53%, unchanged from last year. The completion rate (those who choose to complete, rather than decline the survey) remains relatively steady at 84.22%.

The University has administered the Employment Equity Survey online through the Employee Self-Service (ESS) system since 2009. There has been some fluctuation in participation since the introduction of online administration of the survey. We believe current participation rates may in part by explained by a decrease in the use of ESS by new hires. The introduction of additional services to ESS in the past year, with more to come in 2015, is expected to result in additional use of the system and thereby increase participation in the survey.

Table 1 provides information regarding representation rates for the designated groups in 2014.

Table 1: **Summary of Representation Rates for Designated Groups (Full-Time and Part-Time Employees), 2014**

Staff Category	Women			Total Completed Surveys	Aboriginal		Visible Minorities		Persons with Disabilities		Sexual Minorities	
	Total	#	%	%	#	%	#	%	#	%	#	%
Total Academic	**3299**	**1343**	**40.7%**	**80.7%**	**15**	**0.45%**	**444**	**13.5%**	**49**	**1.5%**	**116**	**3.5%**
Faculty**	3145	1228	39.0%	80.5%	15	0.48%	428	13.6%	47	1.5%	102	3.2%
Librarians	154	115	74.7%	85.1%	*	*	16	10.4%	*	*	14	9.1%
All Staff	**6570**	**4019**	**61.2%**	**84.6%**	**50**	**1%**	**1801**	**27.4%**	**168**	**2.6%**	**286**	**4.4%**
Staff (non-union)	1414	780	55.2%	83.4%	*	*	329	23.3%	36	2.5%	69	4.9%
Staff (union)***	5156	3239	62.8%	84.9%	45	1%	1472	28.5%	132	2.6%	217	4.2%
All Employees (FT/PT combined)	9869	5362	54.3%	83.3%	65	0.7%	2245	22.7%	217	2.2%	402	4.1%

Indicates fewer than 6
**Includes those Clinical Faculty who are employees of the University
***Excludes employees in the CUPE 3902, Unit 1 and CUPE 3902 Unit 3 bargaining units

The total number of employees at the University in this reporting period increased (n=144). There was a small increase in the proportion of women in the total workforce of the University (from 53.7% to 54.3%). Most of this increase is accounted for by an increase among unionized and non-unionized staff. Those who identify as sexual minorities among faculty declined slightly, while the number of staff increased. The percentage of employees who identify as visible minorities, Aboriginal, or persons with disabilities is relatively consistent with last year.

Table 2 provides the summary representation rates for 2013 for comparison purposes.

Table 2: Summary of Representation Rates for Designated Groups (Full-Time and Part-Time Employees), 2013

Staff Category	Total	Women[2]		Total Completed Surveys %	Aboriginal		Visible Minorities		Persons with Disabilities		Sexual Minorities	
		#	%		#	%	#	%	#	%	#	%
All Employees (FT/PT combined)	9725	5225	53.7%	83.7%	67	0.7%	2218	22.8%	212	2.2%	396	4.1%

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[2] Figures corrected and revised since 2013 published report.

Examples of Programs to Achieve Employment Equity Goals

Over the past year, the University's Equity Offices (and other partners and campus groups) have engaged in activities and initiatives to further promote a culture of equity and inclusion at the University. A range of events and activities on all three campuses in 2014 highlight the collaborative nature of our community's commitment to promote equity and foster inclusion. These vignettes represent only a portion of the work that is ongoing at the University.

Highlights

- The 2014 World Pride Conference was hosted by U of T's Bonham Centre for Sexual Diversity Studies, attracting over 500 LGBTQ activists from 52 countries and 2,400 attendees. The Conference was supplemented by events across all three campuses, including a pre-Conference event titled 'Global LGBTQ Human Rights: In Conversation'.

- In 2014 the Vice-Provost Students & First Entry Divisions and the Vice-President Human Resources & Equity formed an 'Advisory Committee to the President and Provost on Preventing and Responding to Sexual Violence'. The Committee aims to "recommend an institutional framework in order to ensure reports of sexual violence are addressed appropriately, that victims receive available support, and that efforts and initiatives to prevent sexual violence from occurring are in place." (PDAD&C #43, November 28, 2014).

- An Equity & Diversity Office was established at UTSC in 2014. The Office provides a range of services including providing advice regarding diversity programs and policy matters, delivering training to members of the UTSC community, and coordinating and participating in diversity related events. All three campuses now have Equity Offices that work both independently and collaboratively to advance the University's diversity and equity mission and values.

- In summer 2015, U of T will play host to several Pan / Parapan Am Games events. A variety of initiatives were undertaken in 2014 in the lead up to the games across all three campuses. Two new premium sports facilities will leave a lasting legacy - the Toronto PanAm Sports Centre (TPASC) at UTSC and the Goldring Centre for High Performance Sport. TPASC was designed and built to meet the highest standards of accessibility.

- The Senior Co-ordinator, Accessibility Ontarians with Disabilities Act (AODA) was hired in 2014. The incumbent leads the implementation of the Act at the University and builds upon the University's strength as a leading institution in the area of accessibility. The Coordinator also provides assistance on accessibility related inquiries.

- The Washroom Inclusivity Project continued its mission to create an inventory of facilities noting physical accessibility, single-user washrooms (for broader gender inclusivity), baby changing stations, and footbaths. The online campus map has been updated with the information gathered to date and the Family Care Office (FCO) updated their list of baby change stations. This project is a joint initiative of the Sexual & Gender Diversity Office (SGDO), the FCO, Accessibility Services St. George, the Multi-Faith Centre, and the AODA Office. Plans to expand the project to UTM and UTSC in 2015 are underway.

- In August 2014, Dr. Njoki Wane completed her term as the Status of Women Advisor. In this role, Dr. Wane undertook important work that explored the experiences of a broad range of diverse women at U of T, and assessed their perceptions of equity and diversity-based gaps and achievements at the university.

Women

- The University commemorated the 25th anniversary of the December 6 Montreal Massacre and the National Day of Remembrance and Action on Violence against Women in Canada. All three campuses held events and rose buttons were distributed to remember and honour all women who are victims and survivors of gender-based violence. Proceeds from the buttons were given to designated community organizations working with victims of violence. The President and a number of senior women leaders shared their thoughts and memories of the December 6th tragedy and their continued commitment to addressing gender-based violence in their remarks relating to these events.

- In celebration of International Women's Day on March 8, the U of T community was invited to the panel discussion, 'Women in Leadership: Inspiring Change'. UTM's Women's Centre also hosted their 2nd annual International Women's Week. Activities included a themed International Women's Week Fair called 'I am Beautiful Because…'; 'Know Your Power', a Safety Talk & Self-defense Workshop with Campus Police, and a Charity & Appreciation Dinner.

- The UTSC Equity Office and the UTSC Writing Centre created the 'Women's Writing Circle' in 2014. Staff and faculty who identify as female came together to write freely and express themselves with guidance but without structure. The Circle helped build community and created a strong network of women who mentored each other.

- The UTM Equity Office and the Women & Gender Studies Program partnered to create the 'Feminist Lunch Hour'. Three lunches were hosted in 2014. Topics included 'Feminist Strategies of Non-Violence', 'The Headscarf Debates: Conflicts of National Belonging', and 'Queering the Archives: Trans Oral Histories'. Programming will continue in 2015.

Aboriginal

- The Statement on the Acknowledgement of Traditional Land was revised and approved for circulation by the Elders Circle, part of the Council of Aboriginal Initiatives, in 2014. In addition to the Circle, which consists of Elders and Traditional Teachers, a staff member from the Faculty of Medicine contributed to the development of the statement.

- During the 2nd annual UTM International Women's Week, the Women & Gender Studies Program presented 'Celebrating the Life of First Nations Women'. The speakers were: Lee Maracle, Author and Traditional Teacher; Susan Blight, Artist, Activist, Educator and Radio Host; and Jamais Dacosta, Writer and Radio Producer.

- The University of Toronto Libraries and the Centre for Aboriginal Initiatives presented 'Indigenous Librarianship: Local, National and International Initiatives'. Deborah Lee, a librarian of Cree, Mohawk and Métis ancestry and the Indigenous Studies Liaison and Aboriginal Engagement Librarian at the University of Saskatchewan spoke about the role of Indigenous librarians across the globe in assisting their people and communities in becoming active participants within the knowledge economy.

- During 2014 'Indigenous Education Week' faculty and staff were invited to attend a variety of sessions including 'Indigenous Orality, Academia, and Science', a teaching with Lee Maracle, Author and Traditional Teacher; a panel titled 'Research and Community Relationships'; and a discussion on 'Indigenous Education'. This event was the result of partnerships between FNH, OISE, Centre for Aboriginal Initiatives, UTSC, UTM, the ARCDO, and the faculties of Music, Kinesiology & Physical Education, Nursing, and Social Work.

Visible Minorities

- The theme for the 2014 International Day for the Elimination of Racial Discrimination (IDERD) was 'Decolonizing Education towards the Advancement of Anti-Racism'. A short film entitled 'Other[ed]: What is decolonizing education in the post-secondary setting?' accompanied the campaign and was premiered at the IDERD Awards Ceremony.

- A number of senior leaders at the University continue to be involved in mentoring new immigrants though the Toronto Region Immigrant Employment Council (TRIEC). TRIEC mentees continue to find success in securing employment through the University's temporary staffing service (UTemp).

- In 2014, ARCDO, Hart House, Hillel of Greater Toronto, and the Multi-Faith Centre for Spiritual Study and Practice presented 'Wounds to Wisdom: Reconciling Historical Injustices and the Role of Public Apology'. This panel discussion examined the historical events of the Komagata Maru, Africville, the Chinese-Canadian Recognition and Redress Agreement, and the SS. St. Louis, focusing on the ways in which forgiveness affects settlement issues, policy making, government apologies, and redress agreements.

- For Black History Month, the ARCDO, Hart House, Multi-Faith Centre for Spiritual Study and Practice, and Massey College partnered with CBC Radio to host 'MLK Was Here: Readings and Reflections of Martin Luther King Jr's 1967 CBC Massey Lecture's "Conscience for Change"'. This event brought together speakers from U of T and the community, who read excerpts from Dr. King's Massey Lectures and shared their knowledge, lived experience and critical reflection on his messages in the present Canadian context.

Persons with Disabilities

- In partnership with various groups with resources developed jointly with the Council of Ontario Universities (COU), the AODA Office endeavoured to improve accessibility at events. For instance, resources regarding accessible language for invitations, accessible registration web sites and timely response to accommodation requests were provided to event organizers. The COU's Planning Guide for Accessible Conferences is posted on the University's events registration page.

- The Family Care Office and Accessibility Services offered a workshop for staff, faculty, students, and their children titled 'Parenting a Child with a Learning Disability - What's Available and What's Possible'. This session focused on assisting families who have children with a learning disability or an Autism Spectrum Disorder.

- AODA training offered in 2014 covered a breadth of topics, including hosting accessible events and delivering accessible services. A new session for academic administrators titled "Just In Time: Mental Health & Wellness in Faculty, Staff and Students", included mental health case studies. In addition, a Mental Health and Accommodation Workshop was provided to faculty members, in partnership with the Centre for Teaching Support and Innovation.

- Human Resources staff promoted the University at a job fair hosted at the Scarborough Centre for Employment Accessibility (SCEA).

- Health and Well-being Programs and Services (HWB) facilitated 98 workplace accommodations for employees in 2014. Additionally, 42 employees were accommodated in successfully returning to work after a long term disability leave. Workplace accommodations included modified duties and / or work schedules, specialized furniture and / or equipment, assistive technology, occupational therapy, job coaching, and training.

Sexual Minorities

- Queer University of Toronto Employees (QUTE), an ongoing employee resource group for LGBTQ staff and faculty, continued to run social and networking events.

- The UTSC Equity Officer co-chaired the 6th Annual Rainbow Tie Gala at UTSC, celebrating differences with a focus on sexuality and gender. The event attracted over 600 attendees, many of whom were staff and faculty.

- The FCO and SGDO collaborated on a workshop called 'Talking to Your Child about Sexual Orientation'. Strategies for creating a more inclusive and welcoming environment for children to learn both personally and about the diversity of lived experience in their communities and their city were also explored.

- At UTM, in partnership with the Equity & Diversity Office, the FCO offered a 'Queer and Trans Family Planning' session which involved discussion about practical, emotional, social, and legal issues involved with becoming an LGBTQ parent.

- The annual U of T Pride Pub brought together over 1000 attendees, including many faculty and staff. University groups and Offices also continued to participate in Pride events in the city such as the Trans March, Dyke March and Pride Parade.

- The Dean's Office at UTM and UTM's Positive Space Committee invited faculty and staff to a panel discussion titled 'Positive Spaces in the Classroom'. The panel

discussed strategies for making classrooms positive spaces for LGBTQ students, particular challenges instructors need to identify and negotiate, and ways in which in-class behaviour and remarks that are marginalizing can be addressed and make classrooms more inclusive.

Consultations, Committees and Communication

- The University of Toronto's LinkedIn company page continues to grow, with over 53,000 followers, at time of writing. Since its launch in 2012, U of T's page has become one of the most followed University company pages among both Canadian and American Universities. A number of Equity Offices utilize prominent communications vehicles such as Facebook, Twitter and email Listservs to connect with the U of T community. For example, the SGDO has over 1200 Likes on its Facebook page and 950 subscribers to their weekly email digest.

- In 2014 the strategic recruitment process and the Hiring Manager's Toolkit underwent a thorough review. The Toolkit contains guidance and advice on how to ensure that processes are accessible; choosing an appropriate location for interviews; and strategies to ensure candidates have the opportunity to request accommodations for an interview. The review process is ongoing and continues into 2015.

- In 2014 amendments, which are coming into force in 2015, were made to the Ontario Building Code. The alterations seek to ensure that new and extensively renovated buildings incorporate accessible features with the goal of creating a barrier free built environment for Ontarians with disabilities. The University has undertaken a number of initiatives to develop the ability and knowledge necessary to meet and exceed the requirements set out in the Code. Notably, the AODA Office and Facilities & Services have formed a committee to review the new requirements and generate next steps.

- Equity Officers continue to provide training on equity, diversity, and inclusion to a wide range of managers, employees and academic administrators. The training aims to provide attendees with a holistic understanding of equity and inclusion in order to help foster an inclusive and respectful work environment. Efforts are ongoing to expand and enhance training in the areas of equity, diversity and inclusion across the University.

Faculty & Librarians

The University of Toronto has 3,299 full and part-time academic staff (including faculty, professional librarians and appointed clinical staff members). Women represent 39% of faculty and 75% of professional librarians. There has been minimal change in the representation rates for visible minorities, Aboriginals, and persons with disabilities since last year. The representation rate for sexual minorities has declined slightly since last year.

Faculty

Figure 2 shows that the percentage of women and those who identify as a visible minority among faculty at the University are just slightly below external availability. The representation rates among staff who identify as Aboriginal or as a person with a disability are also below external availability. These comparisons are consistent with last year's report.

When reviewing this information, it is important to note that the external availability data is based on the 2006 Canadian census and the Participation Activity Level Survey (PALS) 2006. This data is limited to the Canadian workforce with the minimum qualifications to be a candidate for a position in a particular occupational group only. The University competes for talent with the highest ranked academic institutions in the world, attracting the best and brightest minds from around the globe. A true (but unquantifiable) external availability pool for faculty at the University of Toronto is global.

Figure 2: **External Availability Data Compared to Internal Data for all Faculty Groups (Full-Time and Part-Time), 2014**
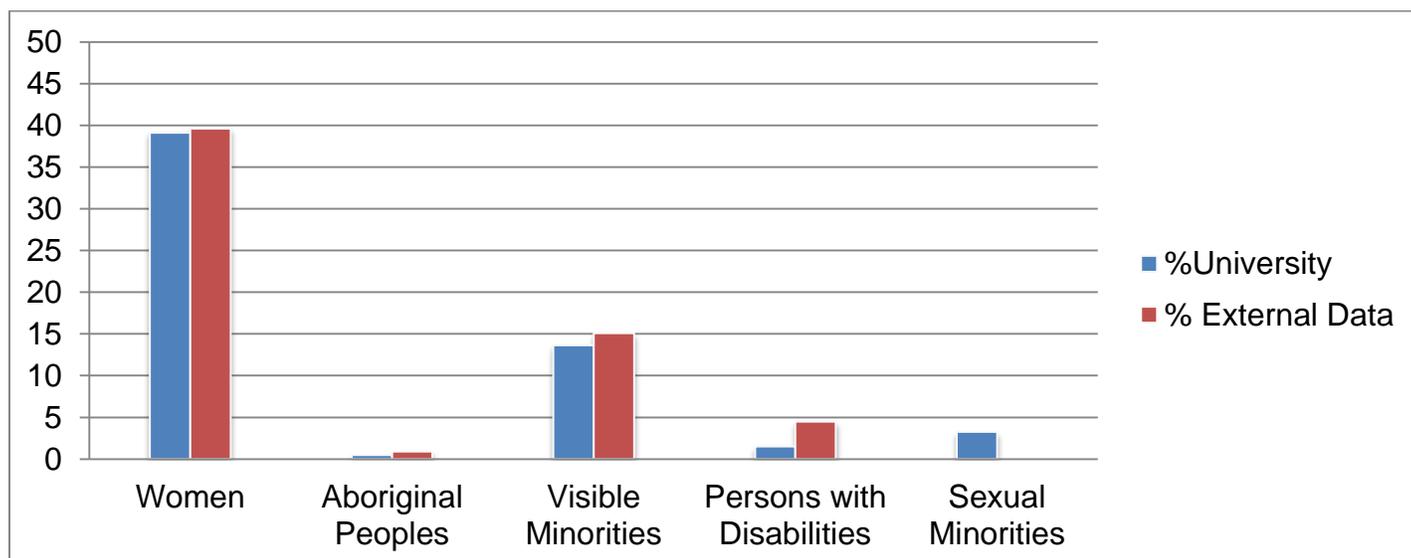
The FCP expects representation rates will be at, above, or approaching external availability of qualified candidates in Ontario. Gap analysis illustrates the difference between self-identified representation among University employees and individuals in the external workforce with the <u>minimum qualifications</u> to be a candidate for work in a particular Employment Equity Occupational Group (EEOG). Under-representation exists when there is a gap number of 3 or more <u>and</u> a gap percentage of 80% or less. Generally attention is paid to situations where there is a gap of 10 or greater <u>and</u> a EEOG has gaps in representation in at least three of the designated groups. It is important to take all of the data into account in order 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 under representation" will be <u>greater</u> in an EEOG with a relatively small number of employees, as opposed to an EEOG with a relatively large number of employees.

Gap Analysis

As illustrated below, gaps have occurred among each of the faculty categories; however no single category has gaps with respect to more than two designated groups. The small gap that was reported last year for representation of women among Clinical faculty is no longer significant as 81% representation has been reached. Gaps in representation remain among all faculty occupational groups based on self-identification as a person with a disability.

Table 3: **Gap Analysis - Aboriginal**

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Professor Tenure/ Tenure Stream	-9	50%	30%

Table 4: **Gap Analysis - Visible Minorities**

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Non-Tenure Stream/CLTA	-5	72%	8%

Table 5: Gap Analysis - Persons with Disabilities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Professor Tenure/ Tenure Stream	-60	33%	47%
Clinical	-6	32%	48%
Non-Tenure Stream/CLTA	-5	0%	80%
Other Academics	-12	30%	50%

Figure 3 illustrates a gradual increase since 2008 in the representation of women and visible minorities among tenure stream faculty. We have been tracking this upward trend since 1997. The representation of visible minorities has also increased over time, with an increase of just over one percent since last year. Representation of Aboriginals, persons with disabilities and sexual minorities among tenure stream faculty has remained relatively constant.

Figure 3: Trend Analysis Tenure Stream Faculty (Full-Time Employees), 2014
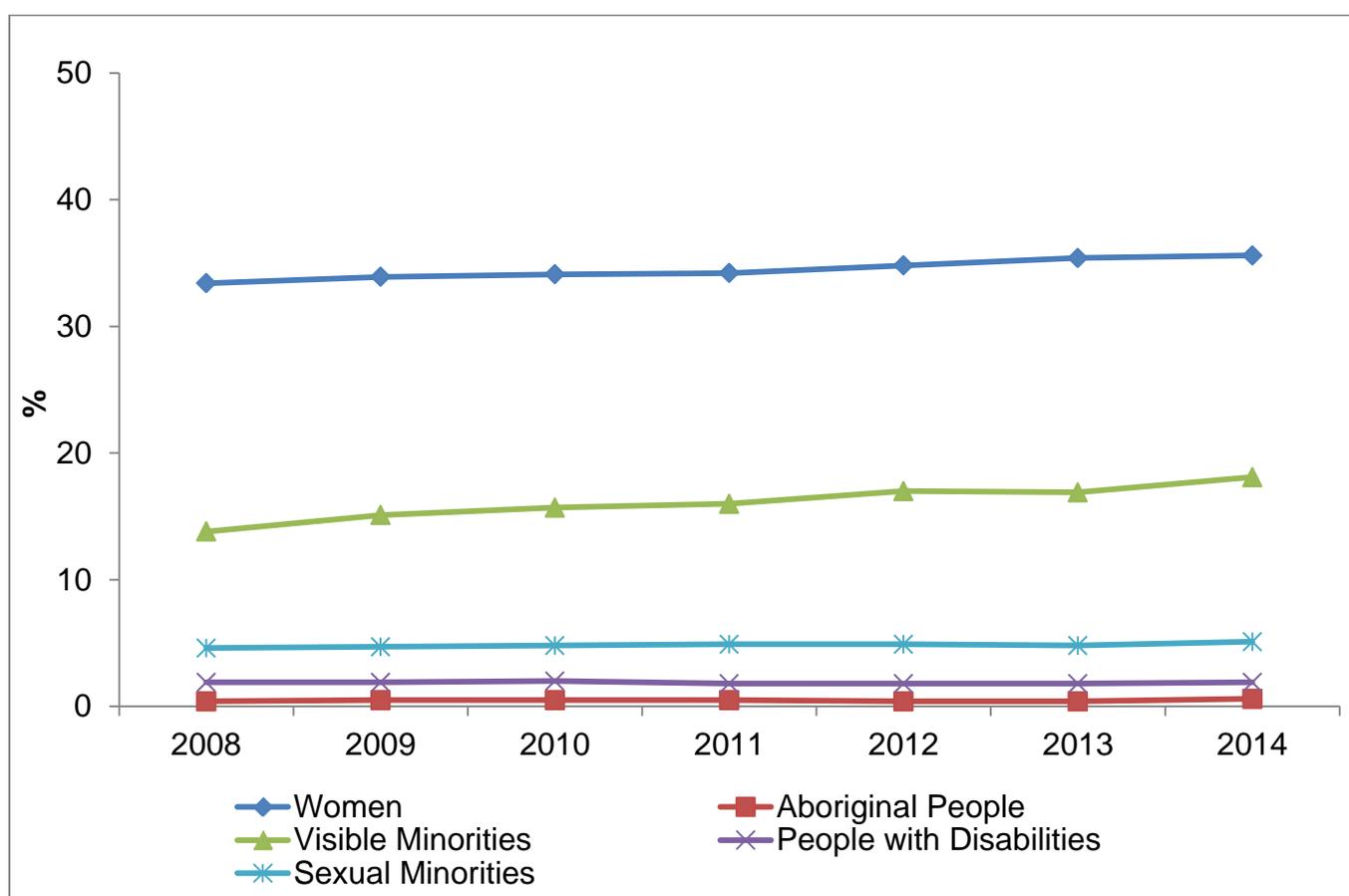
Figure 4 shows the representation of designated groups among full-time faculty (all streams) by School of Graduate Studies (SGS) division at the University. There has been a slight increase in the representation of women in each SGS division over last year, except for the Social Sciences which declined just over one percent. Representation of visible minorities has also increased in all divisions. The representation of persons with disabilities has increased slightly or remained steady in all divisions. The percentage of faculty who identify as Aboriginal increased slightly in the Social Sciences and remains relatively unchanged in other divisions. The representation of sexual minorities increased in the Humanities last year, but declined marginally or remained steady in the other divisions.

Figure 4: Representation of Designated Groups Among Faculty by School of Graduate Studies Division (Full-Time Employees), 2014
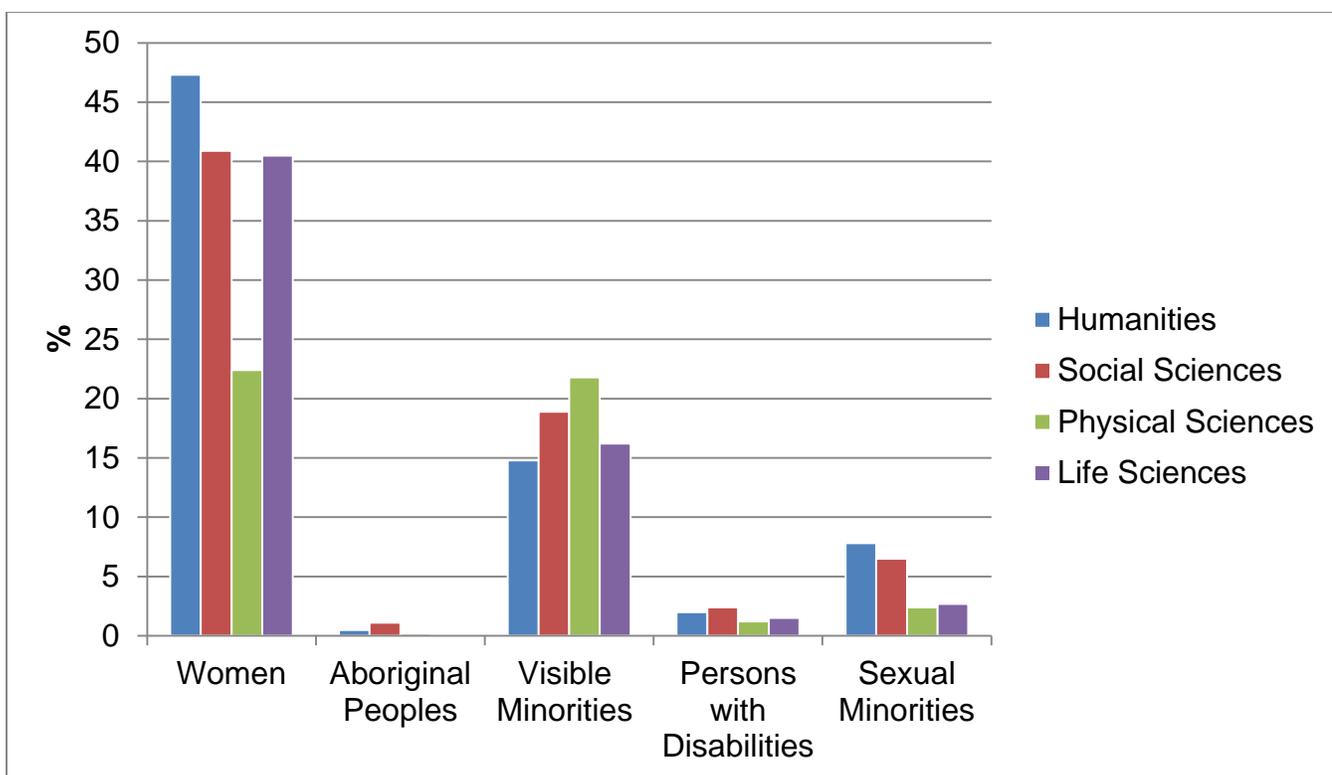
Faculty Recruitment

Origin of New Tenure-Stream Hires

The University continues to recruit globally for the best candidates for tenure-stream positions. 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.

The majority of new hires are Canadian citizens (49%) who earned their PhDs at some of the world's top-ranked institutions. In the 2013 / 2014 search year, there was a decline in the number of faculty originating from international institutions and a small increase in faculty coming from US and Canadian institutions (including the University of Toronto) [see Table 6].

Table 6: Origin of new hires 2013 - 2014 (N=101)

	2012-2013	2013-2014
New faculty originating from US institutions	49%	54%
New faculty originating from international institutions	22%	14%
New faculty originating from Canadian institutions (other than U of T)	17%	18%
New faculty originating from U of T	12%	15%

New Hires – Women

In 2011 / 2012, tenure-stream appointments approached gender parity with women hires accounting for 48% of the total. This declined slightly in 2012 / 2013. The number of women hires declined again in 2013 / 2014, now representing 35.7% of the total (similar to proportions between 2009 and 2011). A historical overview is provided in Figure 5.

Figure 5: Women and Men Hired 2006-2007 to 2013-2014
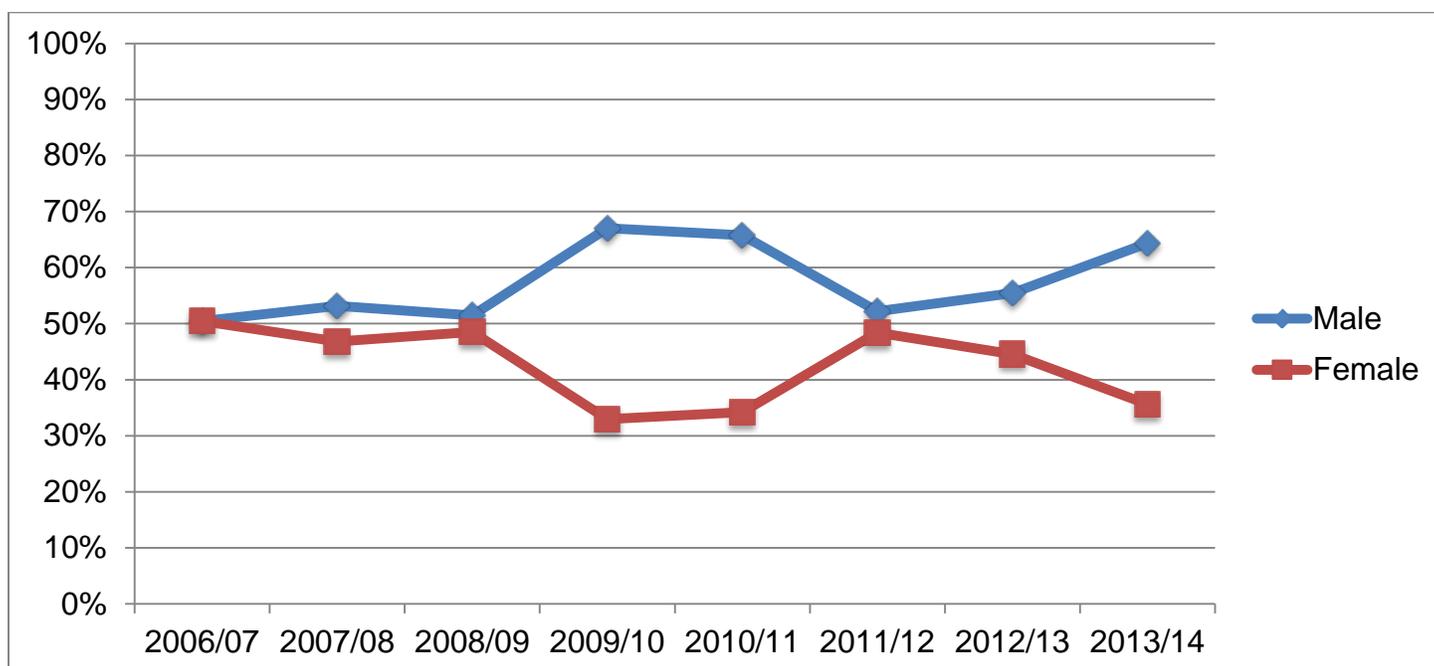
The proportion of women hires by graduate division (Figure 6) shows decreases in all areas except the Humanities which increased from 40.7% of hires in 2012/2013 to 45.5% in 2013/2014.

**Figure 6: Women hires (%) by SGS Division**
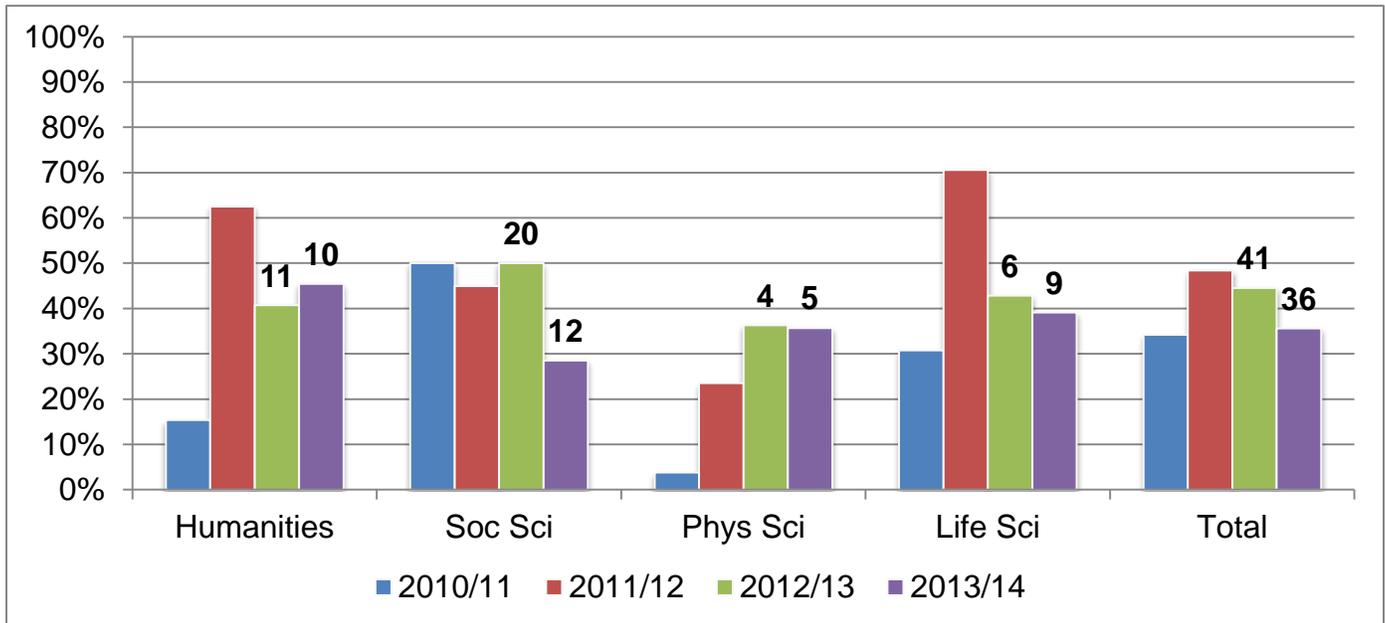
Figure 7 shows the distribution of women and men hires by rank. In 2013 / 2014 20% of women hired were at senior ranks compared to 12% in the previous year.

Figure 7: Comparison of women and men new hires by rank
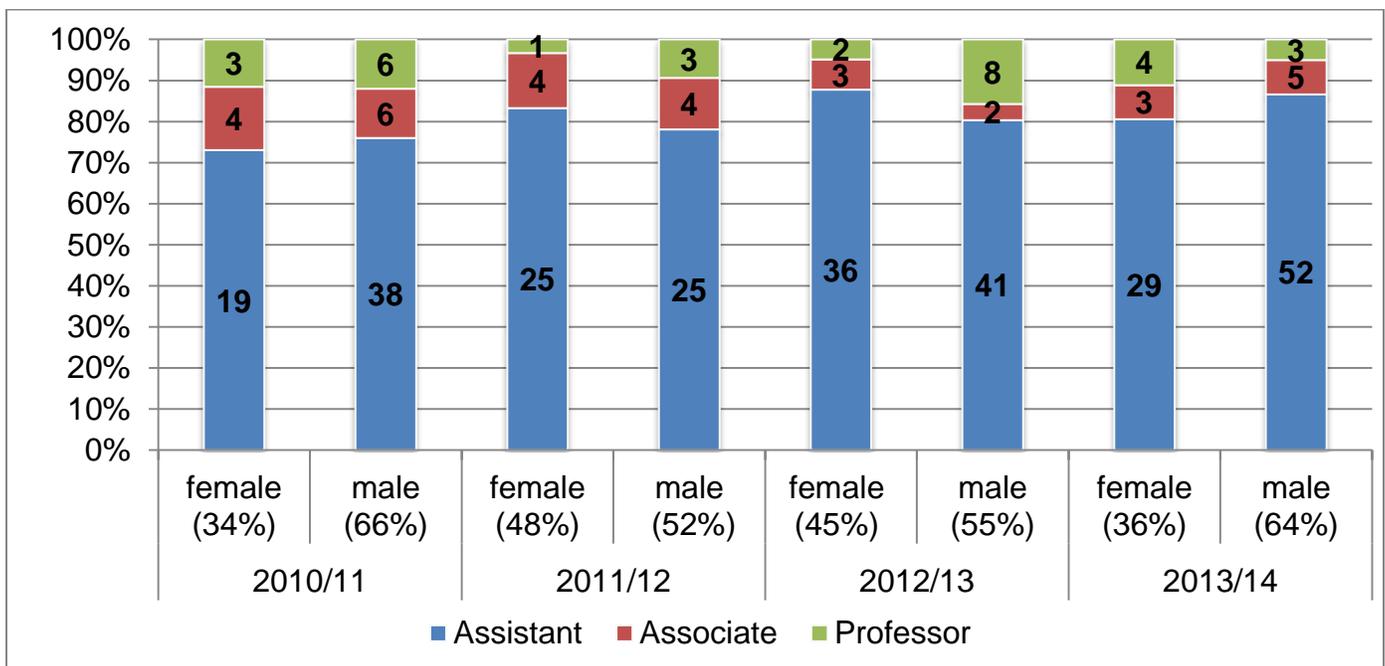
Applicant Pools – Women and Men

The applicant pool data for the 2013/2014 search year was examined for further insights into the gender distribution of tenure stream appointees at the University. Information provided by hiring departments and data from the University's online applicant tracking system were used for the analysis below, including statistics for all searches which resulted in an offer (93 searches with 109 offers[3]).

A total of 10,489 applications were received, with an average of 112.8 applications per search (see Table 7). The number of applications received in the 93 searches ranged from 9 to 413.

Table 7: Search Statistics

	Total	Women	Men
Applications	10489*	3175	6945
Interview	389	156	233
Offer	109	31	78
Accept	83	23	60
Decline	26	8	18
		*369 did not indicate sex	

The average number of applications per position increased 35.9% from 2012 / 2013 (see Figure 8). The bulk of this increase is attributed to increased applications by men. Women continue to be under-represented in applicant pools, representing 30% of applicants (n=3175) with the average number of applications per search staying relatively stable over the last 7 years. Women comprised 50% or more of the applicant pools in 17 searches (18%) a 47% decrease from 2012 / 2013 (34% or 31 searches).

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[3] Searches where multiple offers were made from one applicant pool are only counted once.

Figure 8: Applicant Pool (mean per search, N=10,489)
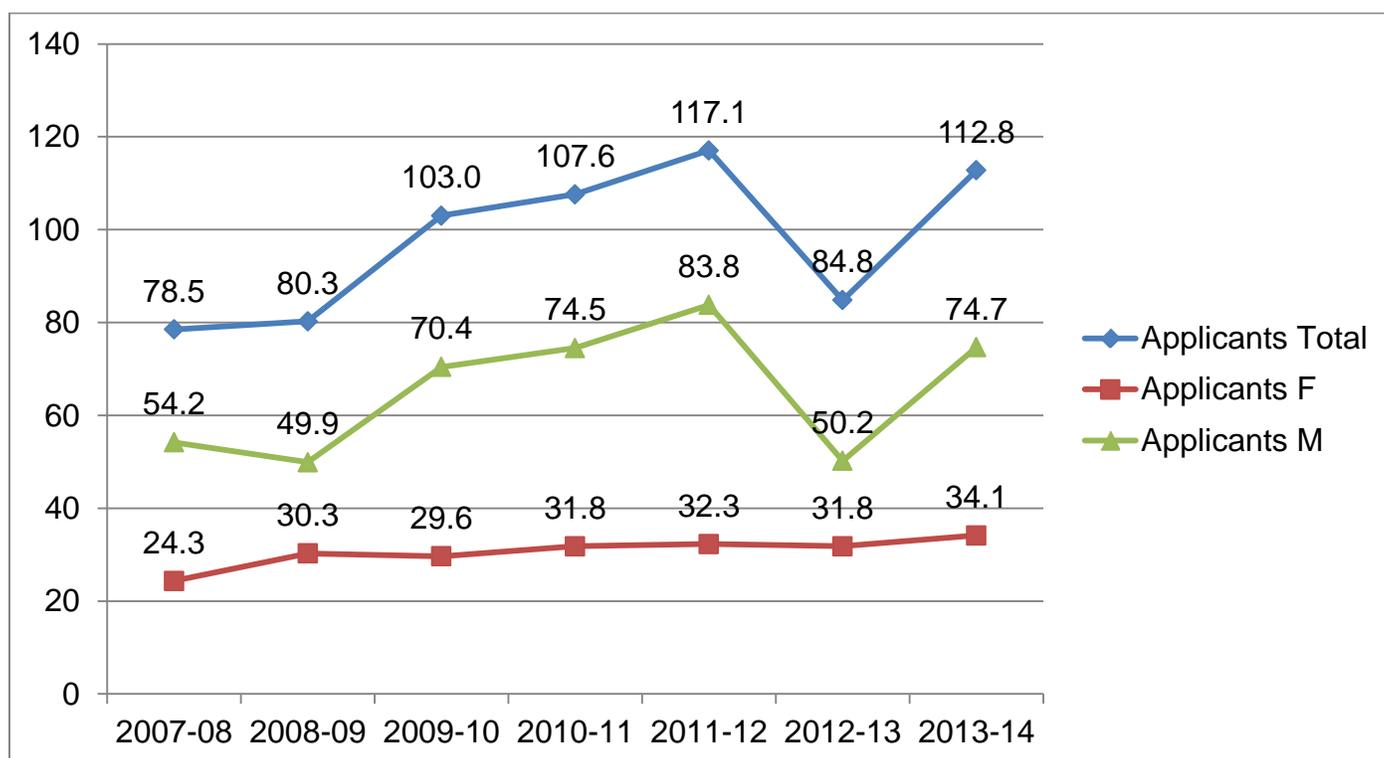
Interestingly, women applicants appear to be better qualified for tenure-stream positions. A larger percentage of women applicants (4.9% of all women) received interviews, compared to only 3.4% of all male applicants (Table 8). In 2013 / 2014, women were less successful than men in receiving offers as only 19.9% of women interviewed were made an offer of employment compared to 33.5% of interviewed men.

The percentage of men and women who accept or decline offers is quite similar, with women somewhat more likely to decline offers - likely because strong female candidates are globally competitive.

Table 8: Applicant Progression

	Women	Men	Overall
Interview	4.9%	3.4%	3.7%
Offer	19.9%	33.5%	28.0%
Accept	74.2%	76.9%	76.1%
Decline	25.8%	23.1%	23.9%
		within group percent	

New Hires - Visible Minorities

Where possible, data is collected during the search process on the representation of visible minorities in the applicant pool. The University's online application system asks all applicants to complete the voluntary diversity survey and aggregate data on the composition of the applicant pool is sent to the hiring department after the closing date of the search.

Similar to 2012 / 2013, a majority of applicants choose not to answer the question about visible minority status, though they are willing to answer the other questions on the survey. The chair of each search committee also provides statistics about the candidates interviewed and is asked to try to determine the employment equity status of these applicants for the search report. The chair's search report data is shown in Figure 9 below. In 2013 / 2014, 13 visible minority faculty were hired in the tenure stream. This represents 13% of all hires, a further decline from previous years.

Figure 9: **Visible Minority tenure hires by Graduate Division (N=13)**
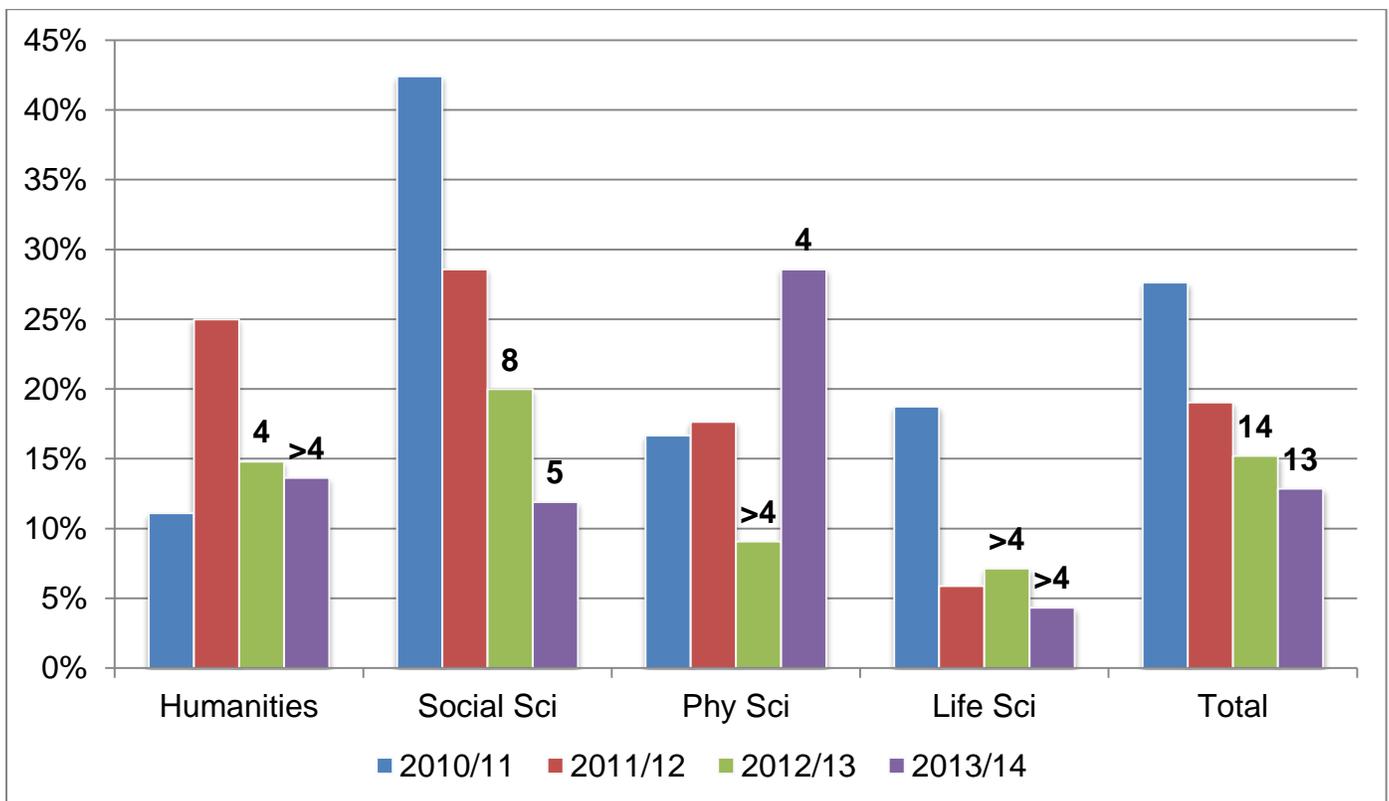
Promotion

The proportion of women in the academic stream has increased since last year. While the proportion of women promoted to full professor in this stream has declined over last year, it is important to note that the overall number of promotions granted last year is down over 50%.There were no promotions to full professor awarded to clinical faculty during the reporting period.

Promotions for those who identified as visible minorities, Aboriginals, and persons with disabilities outpaced representation in the academic stream. There were no promotions for those who identified as sexual minorities among academic faculty in 2014. Figure 10 illustrates promotions for those in the designated groups among academic and clinical faculty.

Figure 10: Promotions for Academics by Designated Group to Full Professor, 2014
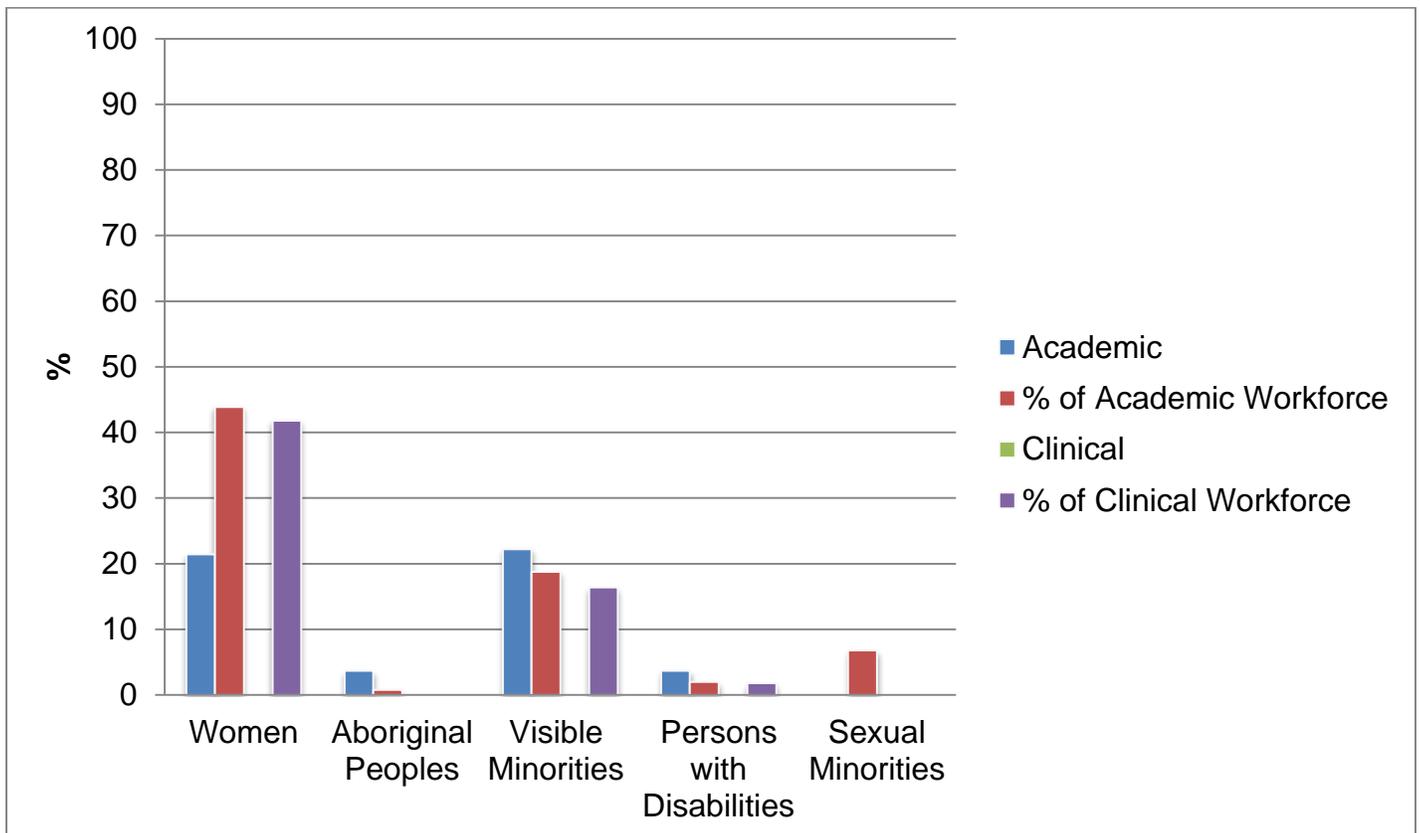
Note: % of Workforce shows % of relevant full-time workforce, to be used as a comparator.
For Academic, the comparator is Associate Professors in Tenure Stream.
For Clinical, the comparator is Associate Professors holding clinical appointments in the Faculty of Medicine

Academic Administration

Members of the designated groups continue to be represented in leadership roles at the University.

Figure 11: Officers and Academic Administrators by Designated Group (Full-Time and Part-Time Employees), 2014
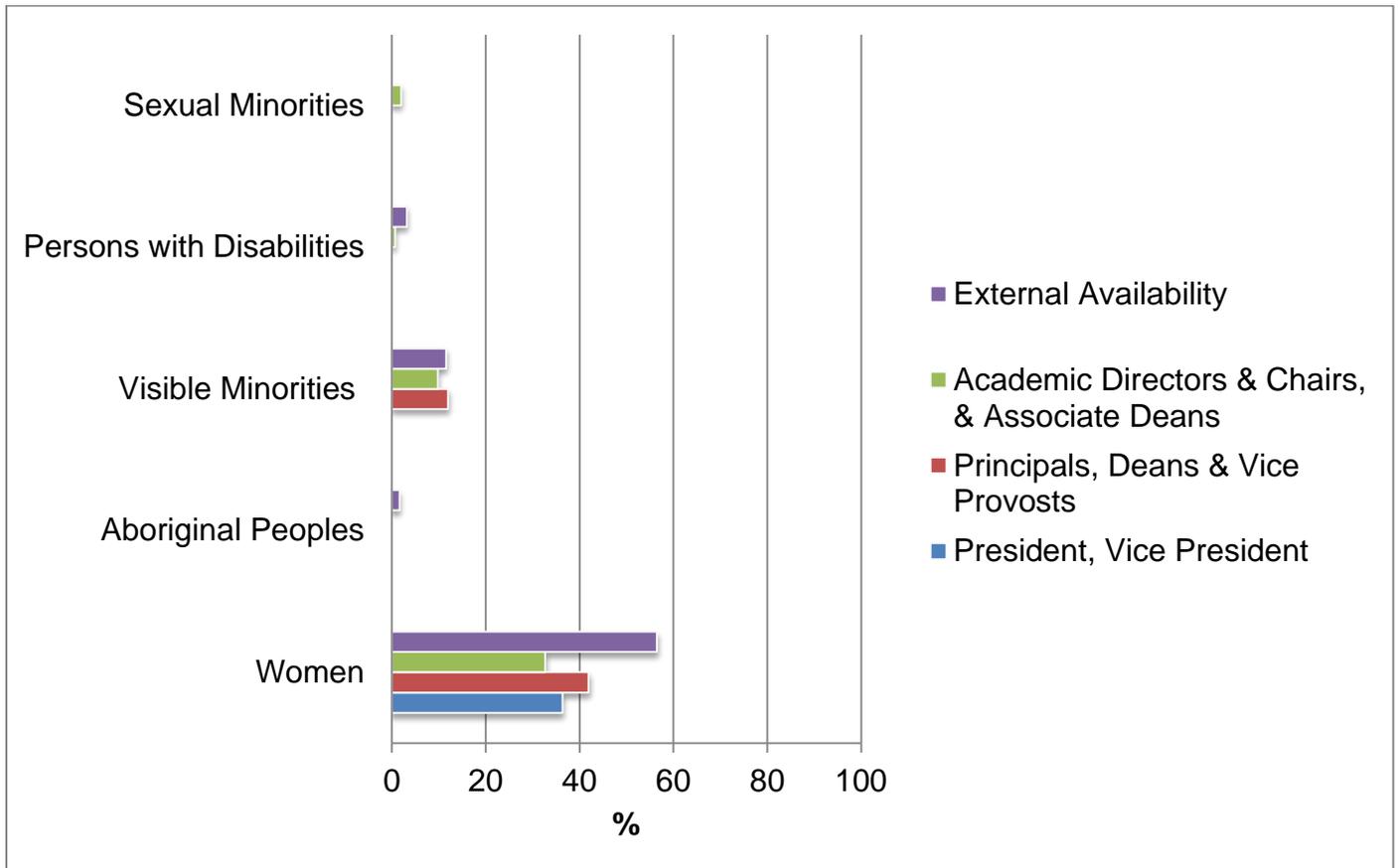
The representation rate for visible minorities among Principals, Deans, and Vice-Provosts exceeds external availability. While women are better represented in Principal, Dean, and Vice-Provost roles than among the Presidential / Vice-Presidential and Academic Director, Chair & Associate Dean groups, all remain below external availability.

As with faculty recruitment pools, the qualifications of those hired for these very senior roles substantially exceeds the minimum qualifications required for inclusion in external availability data EEOGs. Therefore the true external availability pool for hiring for these leadership positions is very small.

Gap Analysis

Tables 9 through 12 show the gap analysis for academic administration at the University. A very small gap in representation of women has emerged among Principals, Deans, and Vice-Provosts. While there are gaps in each of the designated groups for Academic Directors, Chairs, and Associate Deans, many of these gaps are very small in number or represent a small percentage of under-representation in the workforce. Further, the gap for visible minorities and persons with a disability in this occupational group has narrowed since last year. In some cases it would take hiring as few as one individual to render a gap insignificant.

Table 9: Gap Analysis - Women

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Principals, Deans, Vice-Provosts	-5	74%	6%
Academic Directors, Chairs, Associate Deans	-40	58%	22%

Table 10: Gap Analysis – Aboriginal

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Academic Directors, Chairs, Associate Deans	-3	0%	80%

Table 11: Gap Analysis – Visible Minorities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Academic Directors, Chairs, Associate Deans	-4	77%	3%

Table 12: Gap Analysis Persons with Disabilities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Academic Directors, Chairs, Associate Deans	-4	19%	61%

Librarians

The proportion of women among professional librarians at the University continues to be very high. While the percentage of women exiting the University was higher than the percentage of new hires that were women, overall there were more women hired than left the University last year.

As shown in Figure 12, the number of librarians who identify as visible minorities surpasses external availability, but remains below external availability for other designated groups. New staff were hired in the reporting period that identified as a visible minority, person with a disability and sexual minority on their Employment Equity Survey. Hiring outpaced exits among those who identify as sexual minorities in 2014.

Recruitment & Retention

Figure 12: Professional Librarians Workforce Data, New Hires and Exits by Designated Group (Full-Time Employees), 2014
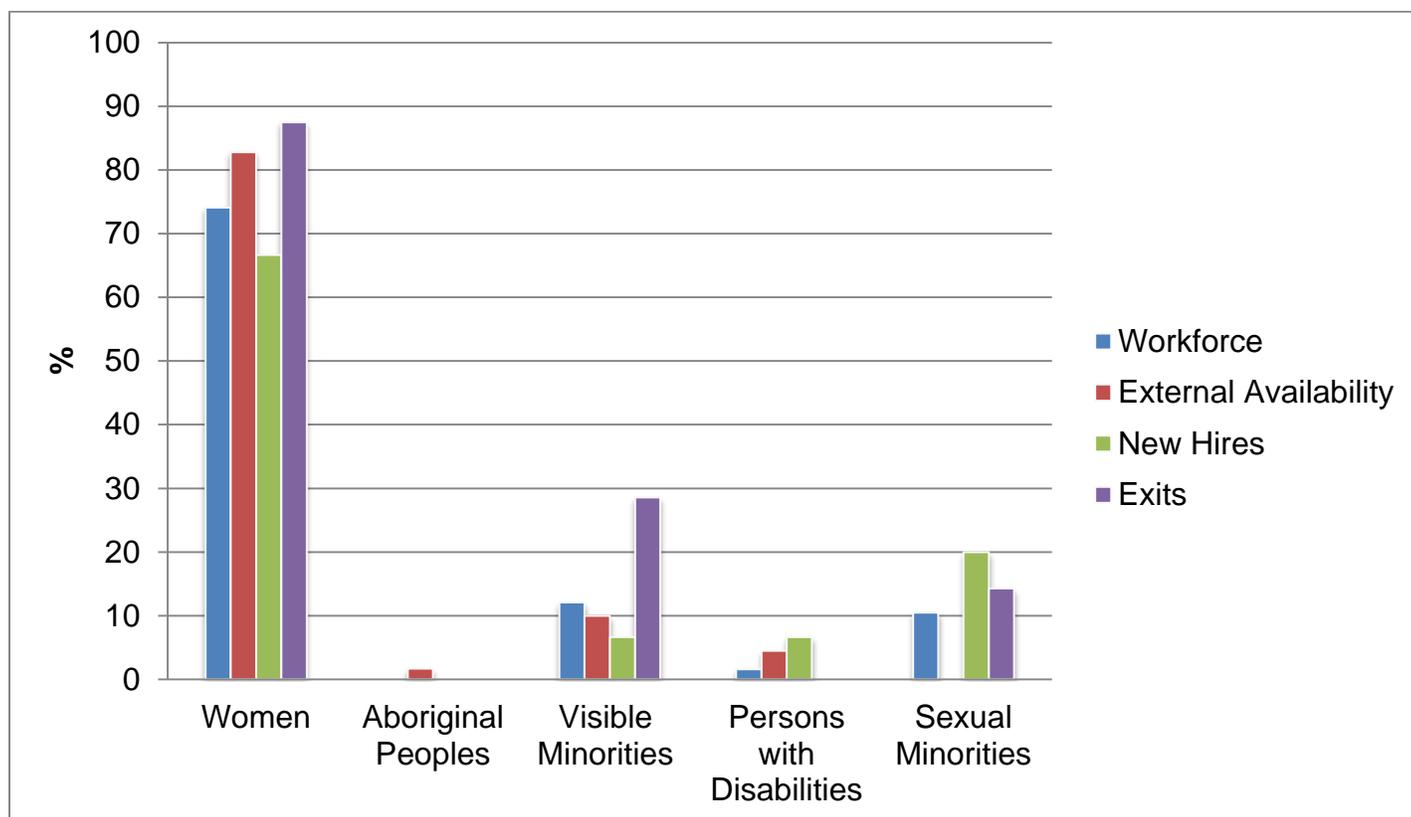
Gap Analysis

Table 13: Gap Analysis: Aboriginal

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Professional Librarians	-3	0%	80%

Table 14: Gap Analysis: Persons with Disabilities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Professional Librarians	-5	29%	51%

Gap analysis shows that persons with disabilities are under-represented in the professional librarian group by 51% in comparison to external availability data - an improvement over the last reporting period. These gaps could be made insignificant or closed with just a few hires.

Staff (Non-Unionized and Unionized)

During the reporting period, the University of Toronto had 6,570 full-time and part-time staff (both non-unionized and unionized). The percentage of women among staff, as well as those who identify as a sexual minority, increased last year. While the percentage of staff members who identify as a visible minority declined, the number of staff who identify as a visible minority increased.

Non-Unionized Staff

The proportion of non-unionized staff members who are women remains relatively unchanged at 55.2%. The proportion of non-unionized staff in the other designated groups, as well as sexual minorities, is also comparable to last year's levels.

Figure 13 below shows internal and external data by Employment Equity Occupational Group (EEOG) for non-unionized women staff. There is a non-significant gap in comparison to external data in the percentage of women in positions in the Sales & Service (Skill Level D) and Supervisor: Clerical/Sales/Service EEOGs. The University has very few employees overall in the Sales & Service (Skill Level D) EEOG, so the absence of women in these types of positions is not cause for concern.

Figure 13: Non-Unionized Administrative Staff (Women) vs. External Availability Data by EEOG (Full-Time Employees), 2014
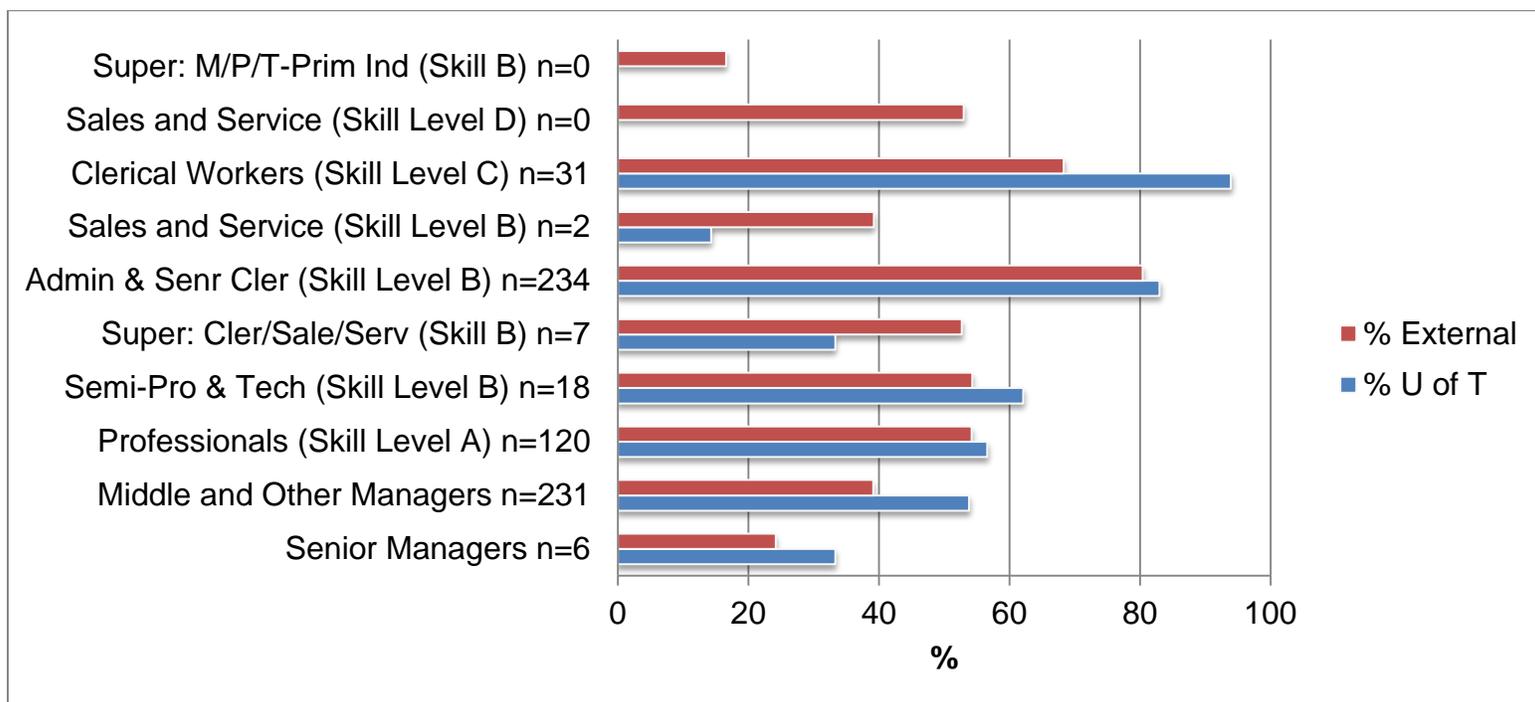
Gap Analysis

Table 15: Gap Analysis: Women

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Super: Cler/Sale/Serv (Skill B)	-4	63%	17%
Sales & Service (Skill Level B)	-5	0%	80%

Table 16: Gap Analysis: Aboriginal

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Middles & Other Managers	-8	0%	80%
Professionals (Skill Level A)	-3	26%	54%

Table 17: Gap Analysis: Visible Minorities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Super: Cler/Sale/Serv (Skill B)	-4	58%	22%
Admin & Senior Clerical (Skill Level B)	-18	80%	0%
Sales & Service (Skill Level B)	-3	52%	28%

Table 18: Gap Analysis: Persons with Disabilities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Middles & Other Managers	-3	80%	0%
Professionals (Skill Level A)	-4	63%	17%

There is under-representation in each of the designated groups for at least one EEOG among non-unionized staff, however, there are no EEOGs with underrepresentation among 3 or more of the designated groups. A few new gaps have opened since the last reporting period. A number of the existing and new gaps could be rendered insignificant with just one hire.

Recruitment & Retention

When candidates apply online for positions at the University, they are invited to complete a diversity survey. Participation is voluntary and all responses are confidential.

Table 19 shows the representation rates of each of the designated groups among applicants, as well as those interviewed and hired, among diversity survey respondents.

Table 19: Recruitment Response Summary (Non-union)

Designated Groups	Applicants		Interviewed		Hired	
	Count	%	Count	%	Count	%
Female	10,292	66.21%	331	65.29%	93	63.27%
Aboriginal	140	0.91%	1	0.20%	1	0.69%
Visible Minority	6,477	43.00%	154	32.22%	41	30.60%
Persons with Disabilities	540	3.51%	22	4.37%	4	2.76%
Sexual Minorities	806	5.28%	46	9.22%	15	10.42%

Note: Counts and Percentages are based only on those who responded.
(i.e., Total does not include those who did not respond to the survey questions.)
Data from Oct 1, 2013 – Sept 30, 2014.
Data as of November 1, 2014.

The percentage of applicants who identified as a member of one or more of the designated groups declined slightly from last year, except in the case of women and persons with disabilities. The proportion of applicants who were women increased and those who were interviewed increased, but those hired declined slightly (though the number of women hired increased slightly). The percentage of persons hired who identify as a sexual minority increased over last year.

Training & Development

The University's Organizational Development & Learning Centre (ODLC) provides professional development and learning opportunities to staff in a wide-variety of areas including leadership, business management and professional skills, computer software and systems, communication, and career development support. In 2014, non-unionized employees continued to focus on management development, career and life planning, and staff development training. The percentage of total training days is skewed towards Environmental Health & Safety, as a result of new legal obligations that came into effect in 2014.

Figure 14: Training by Major Topic for Non-Unionized Staff (Full-Time)

- Staff Development (13%)
- Computer Skills (7%)
- Administrative Management Systems (22%)
- Management Development (11%)
- Career and Life Planning (14%)
- Environmental health and Safety (34%)
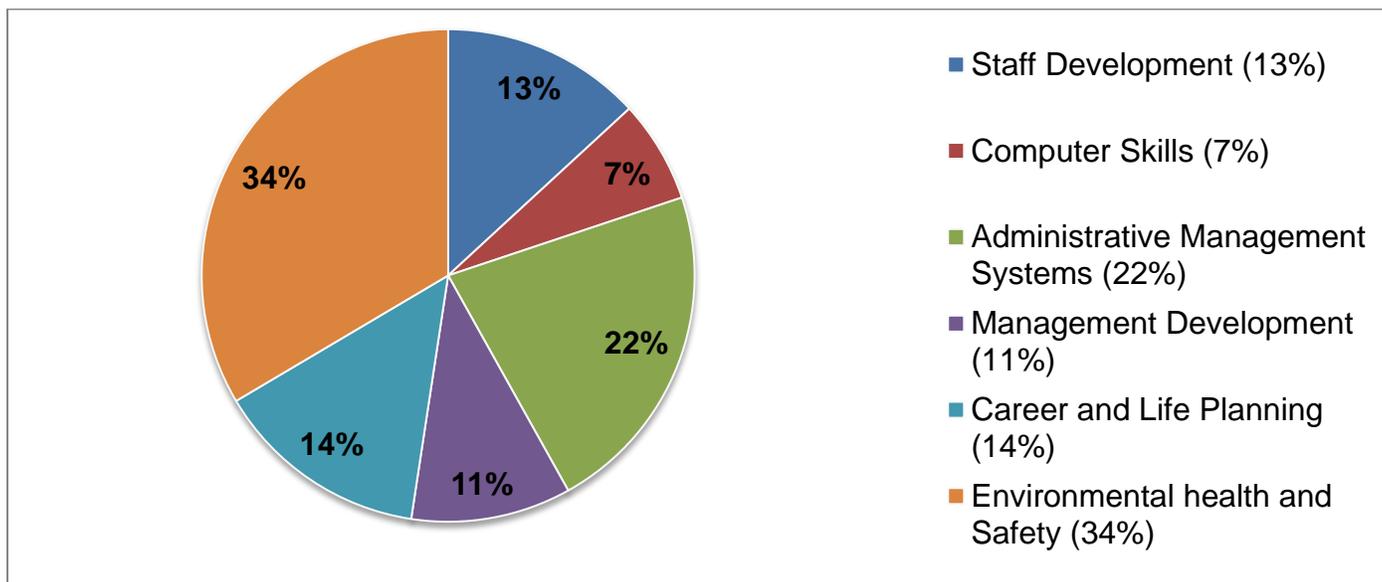
Table 20 shows training rates by percentage of training days used by members of the designated groups compared to their representation within the University workforce.

Table 20: Training Participation Rates for Non-Unionized Staff (Full-Time)

Designated Groups	% Days Training	% University Workforce
Women	76.97	62.2
Aboriginal	0.21	0.5
Visible Minorities	29.12	25.6
Persons with Disabilities	4.17	3.5
Sexual Minorities	5.11	6.6

Promotions and Exits

As illustrated in Table 21, the proportion of women promoted continues to outpace representation in the workforce. There was a decline in promotions among visible minorities, while rates of promotion have increased significantly among persons with disabilities and sexual minorities.

Table 21: Promotional Data for Non-Unionized Staff by Designated Group (Full-Time Employees), 2013 and 2014

| Designated Groups	2013 % Promotion	2013 % University Workforce	2014 % Promotion	2014 % University Workforce
Women	81.5	62.7	71.4	61.6
Aboriginal	0.0	0.3	0	0.5
Visible Minorities	34.0	24.3	18	25.9
Persons with Disabilities	2.1	3.1	10.3	3.4
Sexual Minorities	0.0	6.0	10.3	6.6

Exit data includes all manner of departures from the University, including retirements, expired appointments, terminations with cause, layoffs, resignations and death.

As illustrated in Figure 15, exits outpaced new hires among women and employees who identify as Aboriginals, persons with disabilities, and sexual minorities. The accuracy of this information is dependent on new hires disclosing on the voluntary Employment Equity Survey.

The rate of exit among women and persons with disabilities increased over last year, while it declined among the other designated groups. There was an increase in 2013 in the percentage of visible minorities, persons with disabilities and sexual minorities among new hires in the non-unionized employee group. There was a significant decline in the proportion of new hires who are women over last year.
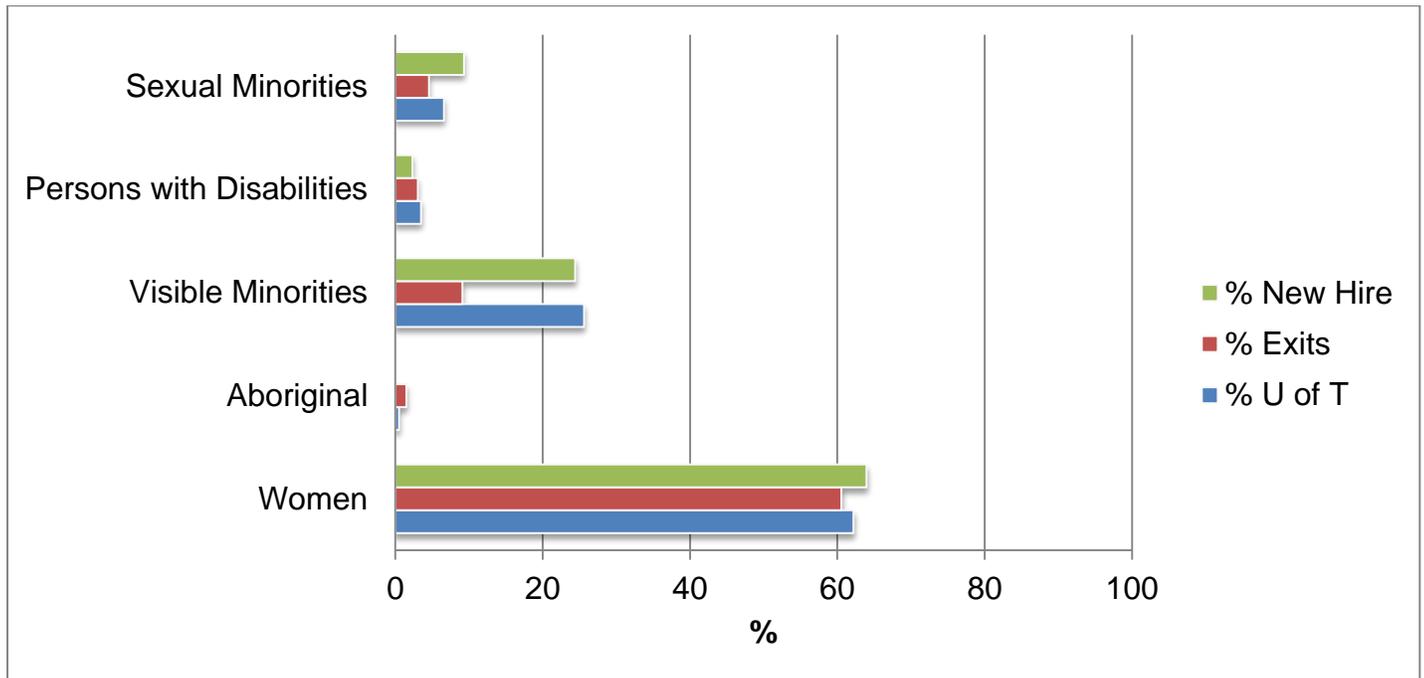
Unionized Staff

There are 5,156 full-time and part-time unionized staff at the University, accounting for 52% of the University's total workforce. The percentage of women among unionized staff is now 63%. The proportion of unionized staff who identify as Aboriginals has increased slightly, while the percentage of persons with disabilities remains stable. The representation rates for visible minorities and sexual minorities have declined over last year.

Gap Analysis

Tables 22 through 24 provide gap analyses for unionized staff. While there continues to be under-representation of women, visible minorities, and persons with disabilities in at least one EEOG, there have been improvements since the last reporting period. Two EEOGs no longer show significant gaps in representation for women, and the gap has been closed in one EEOG where there was underrepresentation of visible minorities. The Skills Crafts & Trades (Skill Level B) EEOG does show gaps in all three groups, however the gaps in two of these groups are very small. Many gaps could be rendered insignificant with a small number of hires.

Table 22: Gap Analysis – Women

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Skills Crafts & Trades (Skill Level B)	-7	36%	44%

Table 23: Gap Analysis - Visible Minorities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Semi-Professionals & Technical Staff (Skill Level B)	-74	78%	2%
Super: Cler/Sales/Serv (Skill Level B)	-14	64%	16%
Sales & Service (Skill Level B)	-18	28%	52%
Skills Crafts & Trades (Skill Level B)	-19	68%	12%
Clerical Workers (Skill Level C)	-141	71%	9%
Semi-skilled Manual Workers	-3	42%	38%
Sales & Service (Skill Level D)	-122	48%	32%

Table 24: Gap Analysis - Persons with Disabilities

Occupational Group	Gap #	Gap %	% of under representation in our workforce
Professionals (Skill Level A)	-18	46%	34%
Semi-Professionals & Technical Staff (Skill Level B)	-20	54%	26%
Super: Cler/Sale/Serv (Skill B)	-5	44%	36%
Skills Crafts & Trades (Skill Level B)	-3	71%	9%
Clerical Workers (Skill Level C)	-14	71%	9%
Sales & Service (Skill Level C)	-5	0%	80%
Sales & Service (Skill Level D)	-23	26%	54%

Recruitment & Retention

The following table illustrates the numbers and percentages of each designated group among the candidates who have applied for, interviewed and hired for positions at the University in the USW Staff-Appointed bargaining unit. The data is drawn from the responses of those candidates who chose to self-disclose during the recruitment process. A further explanation of the recruitment diversity survey process can be found above Table 19.

Table 25: Recruitment Response Summary (Union - USW)

USW	Applicants		Interviewed		Hired	
	Count	%	Count	%	Count	%
Female	34,822	69.74%	1,593	73.78%	540	74.07%
Aboriginal	360	0.73%	18	0.85%	6	0.84%
Visible Minority	22,111	45.93%	812	40.24%	250	36.60%
Disability	2,023	4.12%	77	3.64%	34	4.76%
Sexual Minority	3,119	6.39%	137	6.53%	51	7.20%

Note: Counts and Percentages are based only on those who responded.
(i.e., Total does not include those who did not respond to the survey questions.)
Data from Oct 1, 2013 – Sept 30, 2014.
Data as of Nov 1, 2014.

A greater proportion of women were interviewed than applied, and a greater proportion of women were hired than those who were interviewed.

Training & Development

Table 26 shows the percentage of training days used by members of the designated groups compared to their representation within the University workforce.

Table 26: Training Participation Rates for Unionized Staff (Full-Time Employees), 2014

Designated Groups	% Days Training	% University Workforce
Women	68.8%	68.0%
Aboriginal	0.76%	0.92%
Visible Minorities	36.06%	34.2%
Persons with Disabilities	0.32%	2.85%
Sexual Minorities	5.94%	5.20%

Among unionized staff the most common training topics this year, aside from Environmental Health & Safety, were staff development, career and life planning, and administrative management systems.

Figure 16: Training by Major Topic Unionized Staff (Full-Time Employees), 2014

- Staff Development (11%)
- Computer Skills (10%)
- Administrative Management Systems (16%)
- Management Development (5%)
- Career and Life Planning (12%)
- Environmental health and Safety (48%)
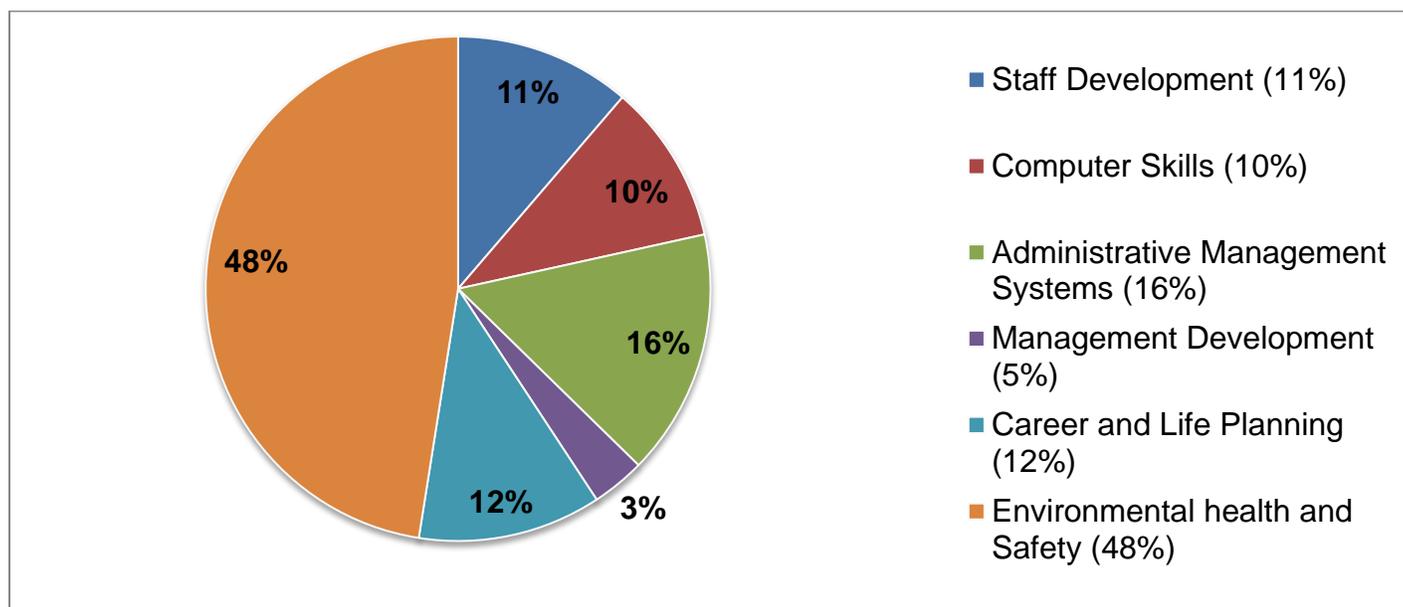
Promotions & Exits

Full-time women continue to account for approximately 64% of promotions in this employee group. Promotions among visible minorities have increased over last year. Rates of promotion among staff that identify as sexual minorities continue to outpace representation in the unionized staff workforce.

Table 27: Promotional Data for Unionized Staff by Designated Group (Full-Time Employees), 2013 and 2014

Designated Groups	2013 % Promotion	2013 % University Workforce	2014 % Promotion	2014 % University Workforce
Women	64.2	61.4	64.9	62.8
Aboriginal	0.4	1.2	0.3	1.1
Visible Minorities	25.2	34.1	37.7	36.6
Persons with Disabilities	1.2	2.9	2.6	2.9
Sexual Minorities	6.9	4.8	6.2	4.9

As illustrated in Figure 17, the rate of exit among those who identify as a visible minority or as Aboriginal is higher than the rate of new hires. However, the rate of entry exceeds exits for the other designated groups. New hire rates which exceed exits are desired in order to increase representation rates among unionized staff.

Figure 17: Exit and New Hire Rates for Unionized Staff (Full-Time Employees), 2014
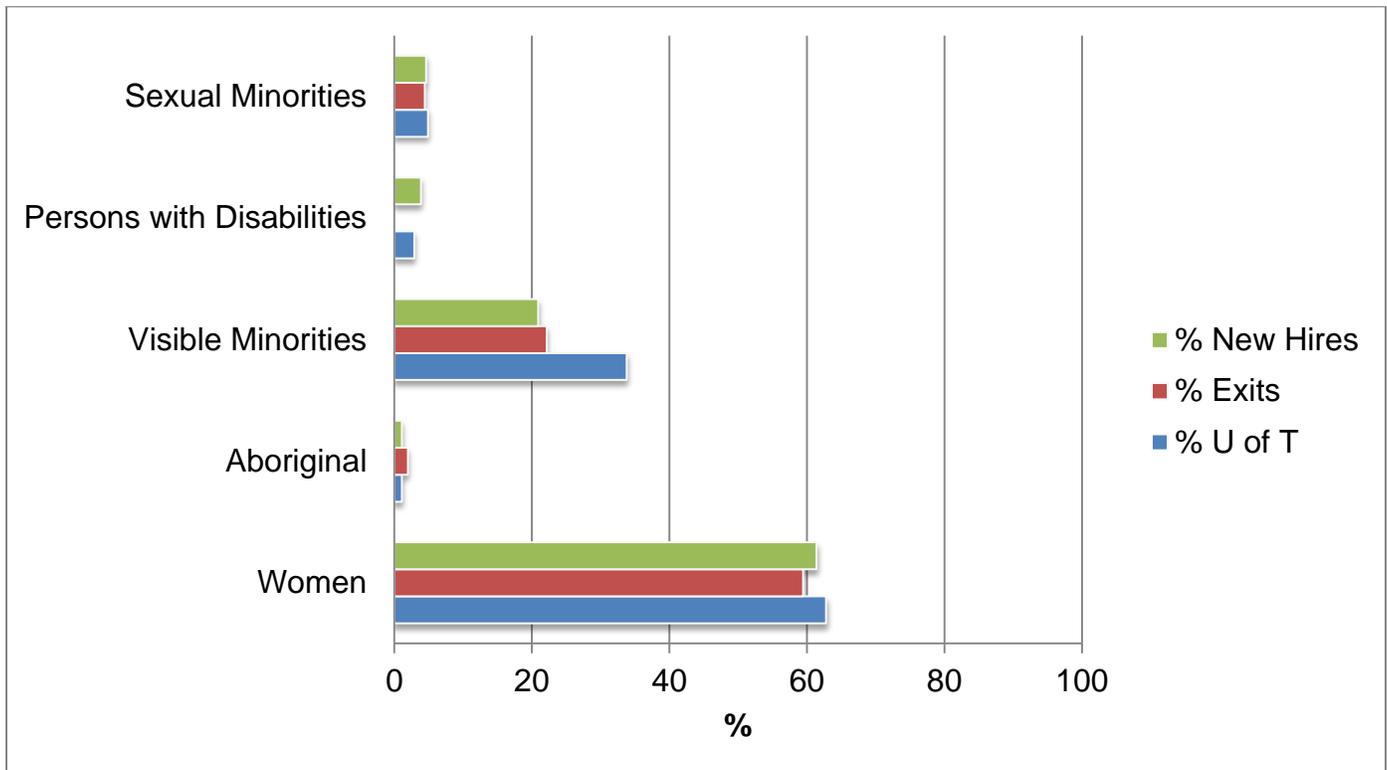
Teaching Assistants (CUPE 3902 Unit 1)

The University has administered the Employment Equity Survey to teaching assistants since 2010. There were 6,449 teaching assistants (TA's) employed at the University in the CUPE 3902 Unit 1 bargaining unit between September 1, 2013 and August 31, 2014. [4]

The return rate declined to 45% from 48% last year. This decline can be attributed to usage levels of Employee Self-Service (the online portal where the survey is

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[4] The term "teaching assistants" is used to capture all employees in this bargaining unit. This figure also includes Course Instructors, Invigilators, Lab Demonstrators, and other employees covered by the terms of this collective agreement.

administered) by employees in this group. The rate of completion has increased to 29%, a one percent increase over last year.

Forty-six percent of teaching assistants are women. The number of respondents who identified as Aboriginal persons, visible minorities, persons with a disability, and sexual minorities have all increased. The proportion of TAs who identified as a visible minority declined slightly since last year, while the proportions increased for all other groups.

One must be a University of Toronto student or Postdoctoral Fellow in order to be employed in the CUPE 3902 Unit 1 bargaining unit. The majority of applicants and employees in this group are graduate students, though not all graduate students are employed as teaching assistants. The applicant pool for this employee group is primarily made up of graduate students enrolled in the varied graduate programs at the University. The composition of the applicant pool is also influenced by the availability of internal and external scholarship funding.

Figure 18[5] provides a comparison of the representation of the designated groups among teaching assistants and external availability. The University continues to outpace external availability for visible minorities, but lags behind for the other designated groups.

Figure 18: External Availability Data Compared to Internal Data for Teaching Assistants (Sept 2013 – Aug 2014)
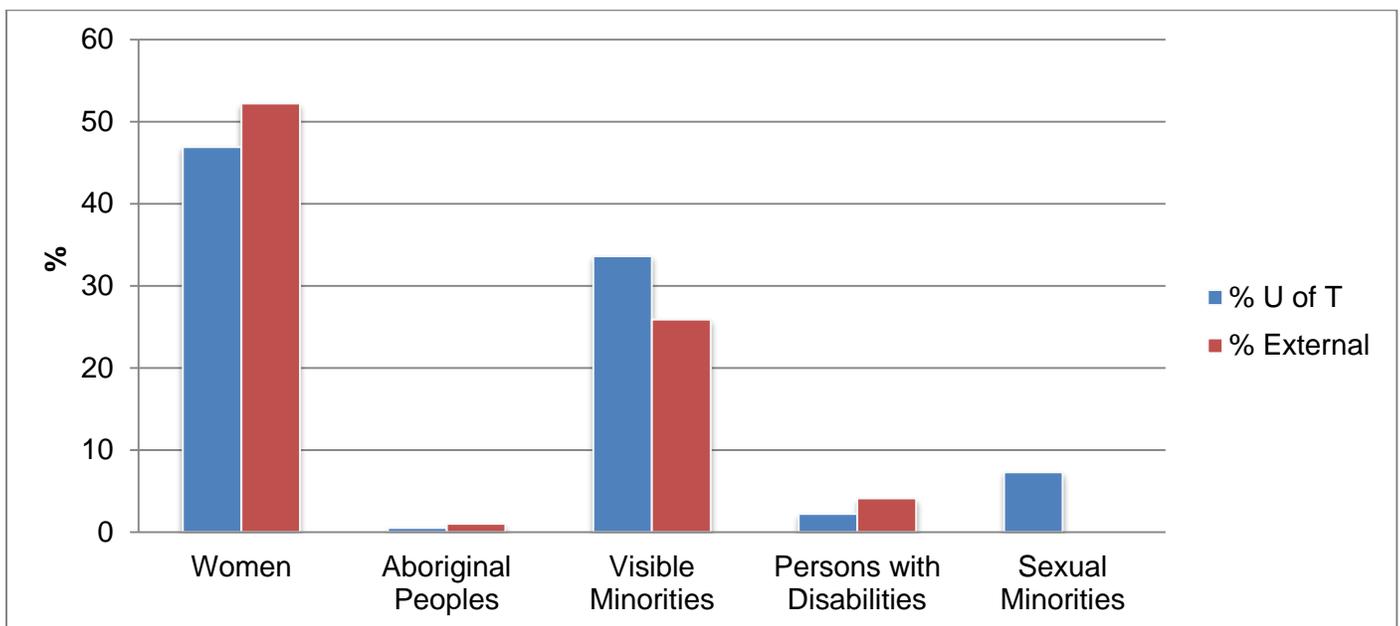
Sessional Lecturers (CUPE 3902 Unit 3)

The CUPE 3902 Unit 3 bargaining unit ("Unit 3") is comprised of Sessional Lecturers, Sessional Instructional Assistants, Writing Instructors and Music Professionals. There were 1402 employees employed in this bargaining unit between September 1, 2013 and August 31, 2014. The University commenced administration of the Employment Equity Survey to employees in Unit 3 in December 2013 coincident with the extension of access to Employee Self-Service for Non-Appointed Employees to employees in this bargaining unit.

The return rate for this first period was 32.5%, while the completion rate was 27%, comparable to their sister bargaining unit, Unit 1. As more employees access the online system, we anticipate that return and completion rates will increase.

Figure 19: External Availability Data Compared to Internal Data for Sessional Lecturers (Sept 2013 – Aug 2014)
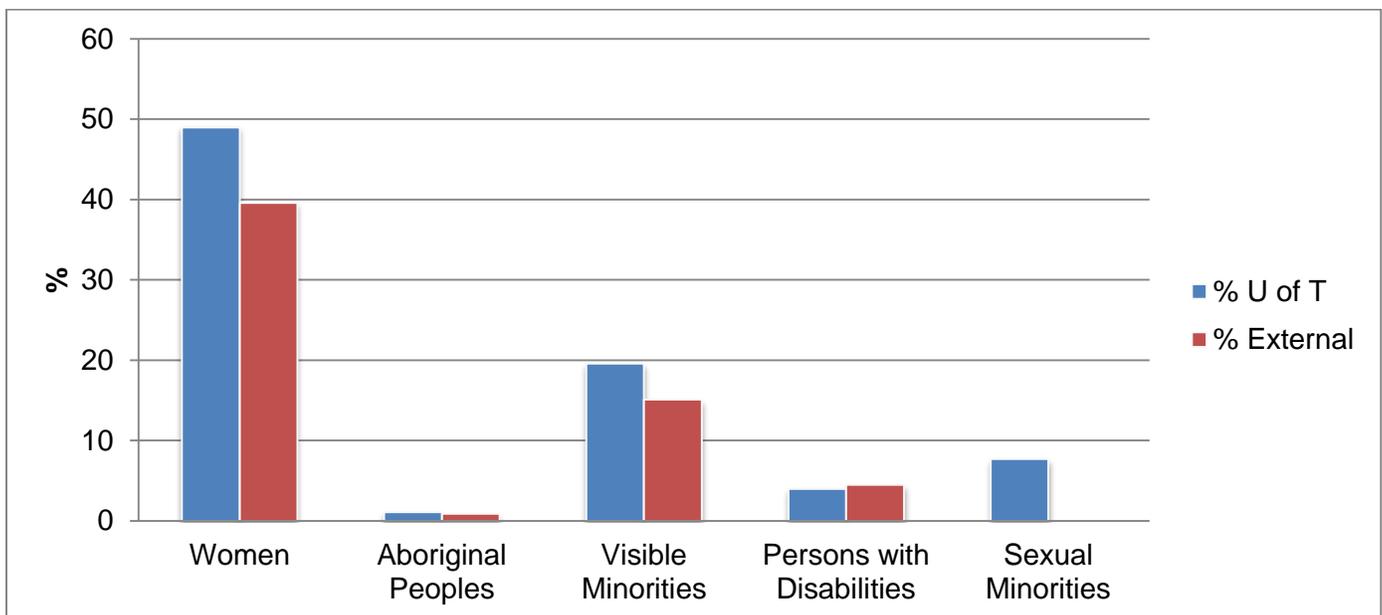
Summary

The University has dedicated resources to advancing the institution's mission with respect to equity, diversity and excellence for a number of years. Our work continues to evolve and adapt to the times and to the needs of the University community.

Participation in the Employment Equity survey is voluntary and conducted in a passive manner, via Employee-Self Service. It is important to acknowledge that some employees may not wish to participate in the survey or that some may not wish to answer every question on the survey. The University is committed to maintaining the confidentiality of the data collected through the survey

We would like to improve both return and completed rates for the survey and will continue to monitor this and explore ways to increase participation.

That said, there is a need for continuous attention and improvement. Gaps in representation still exist in a variety of Employment Equity Occupational Groups (EEOGs) with respect to one or more of the designated groups. No single EEOG has a significant gap with respect to three or more of the designated groups and many gaps can be made insignificant (or even closed) with a very small number of hires. More work is required to engage candidates and current employees who identify as Aboriginal or as a person with a disability. There also appears to be opportunity to encourage more applications from women for tenure stream faculty roles.

The University of Toronto continues to be recognized as a "top employer" in Canada, notably in the area of diversity, and while such honours are appreciated, our community knows that it is the impact on individuals and groups of staff that makes this equity work that we do so important and so rewarding. The new and continued efforts outlined in this report serve to continue to foster an environment that supports our commitment to employment equity at the University of Toronto.

Appendix

Table 1(A)
September 30, 2014 Data

EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES AND COMPLETION RATES FOR FULL-TIME EMPLOYEES

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS											
	# in EMPLOYEE GROUP[1]	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	ANY QUESTION COMPLETED		ABORIGINAL PEOPLES		VISIBLE MINORITIES		PERSONS WITH DISABILITIES		SEXUAL MINORITY	
					COMPLETED		COMPLETED		COMPLETED		COMPLETED		COMPLETED	
FACULTY[2]	2509	27.59%	2135	85.09%	2096	83.54%	2049	81.67%	2054	81.87%	2070	82.50%	1765	70.35%
CLINICAL FACULTY[3]	211	2.32%	151	71.56%	151	71.56%	147	69.67%	147	69.67%	151	71.56%	12	5.69%
LIBRARIANS	147	1.62%	125	85.03%	124	84.35%	123	83.67%	121	82.31%	122	82.99%	117	79.59%
RESEARCH ASSOCIATES	306	3.36%	207	67.65%	203	66.34%	203	66.34%	201	65.69%	199	65.03%	165	53.92%
NON-UNIONIZED ADMINISTRATIVE STAFF	1046	11.50%	952	91.01%	933	89.20%	924	88.34%	927	88.62%	927	88.62%	895	85.56%
USW	3875	42.61%	3396	87.64%	3356	86.61%	3318	85.63%	3312	85.47%	3311	85.45%	3033	78.27%
LIBRARY WORKERS (CUPE 1230)	114	1.25%	106	92.98%	106	92.98%	101	88.60%	101	88.60%	106	92.98%	97	85.09%
SERVICE WORKERS (CUPE 3261)	618	6.80%	510	82.52%	499	80.74%	491	79.45%	491	79.45%	496	80.26%	380	61.49%
OPERATING ENGINEERS (U. OF T. WORKERS, Local 2001)	88	0.97%	75	85.23%	75	85.23%	72	81.82%	72	81.82%	74	84.09%	57	64.77%
POLICE (OPSEU, Local 519)	51	0.56%	40	78.43%	38	74.51%	38	74.51%	37	72.55%	38	74.51%	32	62.75%
TRADES & SERVICES[4]	80	0.88%	51	63.75%	49	61.25%	49	61.25%	48	60.00%	49	61.25%	47	58.75%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L. 578)	3	0.03%	2	66.67%	2	66.67%	1	33.33%	2	66.67%	2	66.67%	2	66.67%
EARLY LEARNING CENTRE CUPE L2484	27	0.30%	22	81.48%	21	77.78%	21	77.78%	21	77.78%	21	77.78%	19	70.37%
89 CHESTNUT HERE L75	19	0.21%	6	31.58%	6	31.58%	6	31.58%	5	26.32%	6	31.58%	6	31.58%
TOTALS:	**9094**	**100.00%**	**7778**	**85.53%**	**7659**	**84.22%**	**7543**	**82.94%**	**7539**	**82.90%**	**7572**	**83.26%**	**6627**	**72.87%**

[1]Total Population is based on the number of employees as of September 30, 2013.

[2]Faculty are defined as all faculty (tenure-stream and non-tenure stream) except for clinical faculty.

[3]"Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.

[4]Includes Electricians (IBEW, Local 353), Plumbers (UA 46), Sheet Metal Workers (SMWIA, Local 30), Carpenters (CAW, Local 27), Machinists (IBEW, LOCAL 353), Locksmiths (IBEW, Local 353), and Painters (District Council 46, Local 557).

Table 1(B)

September 30, 2014 Data

EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES AND COMPLETION RATES FOR PART-TIME EMPLOYEES

(Excludes casual employees and appointed staff with less than 25% F.T.E.)

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS											
	# in EMPLOYEE GROUP[1]	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	ANY QUESTION COMPLETED		ABORIGINAL PEOPLES		VISIBLE MINORITIES		PERSONS WITH DISABILITIES		SEXUAL MINORITY	
					COMPLETED		COMPLETED		COMPLETED		COMPLETED		COMPLETED	
FACULTY[2]	374	48.26%	257	68.72%	253	67.65%	251	67.11%	251	67.11%	251	67.11%	216	57.75%
CLINICAL FACULTY[3]	51	6.58%	32	62.75%	31	60.78%	31	60.78%	31	60.78%	31	60.78%	7	13.73%
LIBRARIANS	7	0.90%	7	100.00%	7	100.00%	7	100.00%	7	100.00%	7	100.00%	7	100.00%
RESEARCH ASSOCIATES	41	5.29%	27	65.85%	27	65.85%	27	65.85%	27	65.85%	27	65.85%	23	56.10%
NON-UNIONIZED ADMINISTRATIVE STAFF	21	2.71%	17	80.95%	16	76.19%	16	76.19%	16	76.19%	15	71.43%	14	66.67%
USW	221	28.52%	188	85.07%	184	83.26%	183	82.81%	183	82.81%	183	82.81%	157	71.04%
LIBRARY WORKERS (CUPE 1230)	28	3.61%	23	82.14%	23	82.14%	22	78.57%	22	78.57%	22	78.57%	16	57.14%
SERVICE WORKERS (CUPE 3261)	27	3.48%	15	55.56%	15	55.56%	15	55.56%	15	55.56%	15	55.56%	13	48.15%
EARLY LEARNING CENTRE CUPE L2484	5	0.65%	3	60.00%	3	60.00%	3	60.00%	3	60.00%	3	60.00%	3	60.00%
TOTALS:	**775**	**100.00%**	**569**	**73.42%**	**559**	**72.13%**	**555**	**71.61%**	**555**	**71.61%**	**554**	**71.48%**	**456**	**58.84%**

1Total Population is based on the number of employees as of September 30, 2013.

2Faculty are defined as all appointed faculty (tenure-stream and non-tenure stream) except for clinical faculty.

3"Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of

   discharging their academic responsibilities; they are not in the tenure stream.