



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

TO: Business Board

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AGENDA ITEM: 5

ITEM IDENTIFICATION:

Employment Equity Report, 2004

JURISDICTIONAL INFORMATION:

Business Board has jurisdiction over Personnel Policies and Terms and Conditions of Employment for administrative and unionized staff.

This report will also be reviewed by Academic Board, which has jurisdiction over Policies on Academic Appointments and matters relating to academic employment.

PREVIOUS ACTION TAKEN: N/A

HIGHLIGHTS:

This past year the University successfully underwent a comprehensive external employment equity audit under the Federal Contractors Program. This report builds upon that audit, during which the University was commended not only for its understanding of the relevant issues but also its progress over the past nine years.

The report focuses on hiring, retention and the eventual departure of staff, drawing upon data from the employment equity surveys completed by new employees as well as data reported by Chairs to the Provost with respect to academic appointments.

Key points from the report are as follows:

1. Although the trend analyses indicated that the number of women faculty members across the University is increasing, that women are being promoted to Full Professor at a rate comparable to men and they are increasingly taking on leadership roles, two areas of note emerged: First, this past year there was a

- downward trend in hiring women across most SGS Divisions. Second, cluster analyses indicate that women predominate in the teaching ranks.
2. Overall more visible minority faculty members are being hired, and we see an upward trend in the participation of visible minorities within leadership positions. Of note, however, is that a larger number of offers are being declined by visible minority candidates.
 3. As in previous years, Aboriginal persons and persons with a disability, remain underrepresented within the professorial ranks as well as with respect to professional librarians.
 4. Cluster analyses conducted on administrative staff positions indicate that women tend to be well represented in areas traditionally dominated by women. However, we also see good representation in professional and management areas.
 5. Cluster analyses of visible minority administrative staff indicate that they are represented in all employment categories and we find no indication of “ghettoization”.
 6. Although Aboriginal persons are well represented overall within the administrative staff, they are found in very small numbers in professional and managerial positions.
 7. Persons with disabilities continue to be underrepresented.

Recommendations

A number of initiatives are outlined in the report, including:

A re-survey of the entire workforce of the University of Toronto. We anticipate that staff may be more willing now than when the initial survey was undertaken in 1989 to self identify in a number of areas (especially with respect to disability);

The appointment of a consultant to the Provost’s Office to focus on issues of proactive faculty recruitment.

The appointment of an Employment Equity Advisor;

A process of exit interviews.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

There are no financial or planning implications beyond those already identified within Divisions’ Academic Plans.

RECOMMENDATION:

It is recommended that the Business Board receive the 2004 Employment Equity Report.