



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: Business Board

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AGENDA ITEM: 5

ITEM IDENTIFICATION:

Employment Equity Report, 2005

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 appointment.

PREVIOUS ACTION TAKEN: N/A

HIGHLIGHTS:

During the past year, the University proceeded with the recommendations arising from the successful 2004 employment equity audit under the Federal Contractors Program.

The report focuses on the recruitment, hiring, training, promotion and the exits of employees, based on the employment equity surveys completed by new employees and data reported by Chairs to the Provost with respect to academic appointments. Data is gathered from October 2004 – September 2005.

Key points from the report are as follows:

1. The representation of women faculty in the University continues to require close attention as figures for hiring do not match availability data for recent graduates, particularly in fields with greater overall numbers of women, most notably in the Humanities. However, there is much positive news for women faculty with improvements in the proportions of promotions, in the number of hires of assistant professors (conditional) and in positions of academic leadership.

2. The figures for visible minorities show similar variability across divisions, with greater representation in the SGS Sciences division than in the Humanities. Of particular concern is the increase in the decline of offers by visible minority faculty this year from 2004. However, overall the representation of visible minority faculty has been very positive, with an increase in the number of assistant professors (conditional) hired, the improvement in the advancement levels through the ranks and the steady increase of visible minority faculty in positions of leadership.
3. As in previous years, Aboriginal persons and persons with disabilities remain underrepresented within the professorial ranks as well as with respect to librarians. The small numbers of Aboriginal people and persons with disabilities provide a challenge in analysis. For Aboriginal peoples there is a strong relationship to the external availability data for University Professors (0.7%). For persons with disabilities, the number of faculty is declining which may indicate both the number of retirements (disabilities increasing with age) and may point to a reluctance to disclose.
4. Among administrative staff women are well represented in the professional, managerial and senior management occupation streams. Women continue to cluster in traditional administrative and clerical occupations.
5. Visible minorities are well represented in the professional, managerial and senior management groups. The number of exits by visible minority administrative staff increased this year, mainly due to early or regular retirements.
6. Aboriginal administrative staff continue to be few in number; this group is clustered in the clerical and semi-professional and technical occupations.
7. Persons with disabilities continue to be underrepresented according to the data obtained through self reporting.
8. An Employment Equity Officer was appointed in 2005.
9. The Director of Faculty Renewal was appointed in 2005 to focus on issues of proactive faculty recruitment.

Recommendations in the Report

There are a number of initiatives outlined in the report (Section 3.0), including:

- The resurvey of the University's workforce launched in January 2006 -the Employment Equity Census will provide all employees the opportunity to self-identify and update their information. This will result in more accurate and up to date information, particularly with respect to disability. For the first time the Census will provide employees with an opportunity to self-identify as a member of a sexual minority.

- The University of Toronto Faculty and Staff Experience Survey is in the planning stages and will offer an opportunity to obtain qualitative information on the staff experience. The survey will include a section on experience with respect to equity and diversity.
- The development of three more sessions in the Stepping In workshop series to assist new faculty with integration to the University.
- In response to feedback from the new academic administrators, and working with Organizational and Staff Development, the training sessions will be updated and new sessions will be added.
- Further development and refinement of the Proactive Faculty Recruitment Toolkit and training sessions which are offered to search committees and decanal and provostial representatives.
- The creation of a Human Resources Generalist – Aboriginal Initiatives position is in the planning stages with funding from the federal government agency Miziwe Bi'ik.
- Guidelines for Accommodation of Employees with Disabilities were updated in 2005 and will be presented to governance in 2006. Plans for a survey of employees with disabilities will begin this year.
- Planning for the process of exit interviews will begin this year.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

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

RECOMMENDATIONS:

It is recommended that the Business Board receive the 2005 Employment Equity Report.