



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: Academic Board

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DATE: May 26, 2004, for June 3, 2004

AGENDA ITEM: 11.b

ITEM IDENTIFICATION:

2003 Employment Equity Report

JURISDICTIONAL INFORMATION:

Academic Board has jurisdiction over policies on academic appointments and matters relating to academic employment.

This report has also been reviewed by Business Board which has jurisdiction over Personnel Policies and Terms and Conditions of Employment for administrative and unionized staff.

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

The 2003 Employment Equity report includes a number of new analyses, specifically charting change over time. There continues to be some progress with respect to the numbers of women faculty and visible minority faculty, with representation of these two groups closely reflecting the availability data. Women and visible minorities continue to move into positions of seniority and academic leadership. However, we do not see as much growth as we would wish in the numbers of aboriginal faculty or faculty with a disability.

As in previous years, the number of women and visible minorities within the administrative and unionized staff is, overall, generally representative of the potential pool of applicants. Again, however, we find that persons with disabilities and aboriginals continue to be under-represented.

The Report outlines progress towards the projects that were initiated in 2003 by the Provost's Office as well as the Office of the Vice President Human Resources and Equity. Initiatives for 2004 are outlined.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

There are no specific financial implications. Many of the initiatives for 2004 are included in Stepping Up (see, for example, Section 6: Realizing excellence, equity and diversity) and will, therefore, be a part of the academic planning process for 2004-2010.

RECOMMENDATION:

It is recommended that the Academic Board receive the 2003 Employment Equity Report for information.