



To: **Academic Board**

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Date: April 6th 2009 for April 30th 2009.

Agenda Item: 8(c)

Item Identification:

Employment Equity Report, 2008 (for information only)

Jurisdictional Information:

Academic Board has jurisdiction over Policies on Academic Appointments and matters relating to Academic employment.

This report will also be provided to Business Board for information only. Business Board has jurisdiction over Personnel Policies and Terms and Conditions of Employment for administrative and unionized staff.

Previous Action Taken:

This is an annual report, for your information only.

Highlights:

The University of Toronto is committed to employment equity and to achieving and maintaining a staff and faculty community that is reflective of our diverse student body and the larger community of which we are a part. As a provincially regulated employer, the University participates in the Federal Contractor's Program (FCP) which sets forth expectations in parallel to the federal Employment Equity Act (1995). This report is prepared in compliance with the requirements of the Federal Contractors program and demonstrates the University's compliance with this program and as well as our broader commitment to equity, diversity and inclusivity.

Employment Equity at the University of Toronto is an ongoing planning process to identify and eliminate barriers in employment procedures and policies, to put into place positive practices to ensure the effects of systemic barriers are eliminated, and to ensure

appropriate representation of designated group members throughout our workforce. In fulfilling this commitment the University pays particular attention to the participation and advancement of members of five designated groups: women, visible minorities, aboriginal people, people with disabilities, and sexual minorities. The first four groups are designated groups under the federal Employment Equity Act. The University of Toronto has included sexual minorities as a designated group since 2001.

This report presents the various initiatives across the University that support the advancement of employment equity, along with an analysis of current workforce representation rates for the major employee groups. The University of Toronto prepares its annual Employment Equity report in keeping with the requirements of the Federal Contractor's Program and the Employment Equity Act.

Planned Initiatives:

New initiatives for 2009 will include a continued concentrated effort in areas of recruitment and retention with regards to designated groups, in particular Aboriginal Persons and People with Disabilities.

With respect to Persons with Disabilities new partnerships are being formed with agencies that support this group in gaining employment. Communication is underway in order to support the new legislation seen in the Accessibility of Ontarians with Disabilities Act (AODA) and ensure that all staff and faculty are supported in helping our community to become fully accessible. As reported in the University's Accessibility of Ontarians with Disabilities Act 2008-2009 Plan initiatives cross four distinct areas of the University including Mental health, Student Life, Pedagogy, and Built Environment. With regards to employment recruitment and retention practices we will be reviewing and training human resource staff in order to develop inclusive interviews and employment experiences at the University in conjunction with the Employment Standard found in the AODA. We hope to establish best practices in this area.

We have appointed a full time staff member to the position of employment equity and AODA advisor at the University, illustrating our commitment to employment equity. Part of the portfolio of this staff member is to build new initiatives at the University to support employment equity at all parts of the employment cycle.

With respect to Aboriginal persons, there are continued efforts to reach out to this community through the creation of list serves which communication employment opportunities to individuals and agencies which support this population. Additional outreach efforts will include attendance to career fairs and reserves to form open communication with potential candidates to promote the University as a welcoming workplace.

While we will continue to hire faculty and librarians in 2009, there will be fewer available positions until the current economic situation stabilizes.

In summary, a number of initiatives which support equity are underway for 2009. These initiatives are created to support Women, Aboriginal people, Visible minorities, Persons with Disabilities, and Sexual minorities and hold determination to remove barriers which may be found at the University thus furthering the commitment to an equitable workplace.

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 Academic Board receive the *2008 Employment Equity Report*.