



To: **Academic Board**

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Date: April 13th 2010 for the April 21st 2010 meeting.

Agenda Item: 9

Item Identification: Employment Equity Report, 2009 (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.

Summary:

The University is committed to identifying and working towards the elimination of barriers in our employment procedures, improving access to employment opportunities within all occupational categories for all designated groups and to fostering a climate of equity within the fabric of our institution.

The 2009 Employment Equity report presents a workforce analysis of representation rates among employee groups and outlines the various initiatives across the University which support the advancement of an equitable employment community.

Eighty two percent of our academic and administrative staff members identify as belonging in one of more of the designated groups (women, aboriginal persons, visible minorities, persons with disabilities and sexual minorities). It is our hope that the new and ongoing initiatives described throughout this report will support the creation of an even

more diverse and inclusive working environment at the University which reflects the tremendous diversity of our student body and the broader community in which we work and study.

Among Faculty and Professional Librarians, 40% are women, 0.5% identify themselves as aboriginal persons, 14.8% identify as a visible minority, 1.8% as a person with a disability, and 4.3% as a sexual minority.

Women accounted for 61% of all union and non-union positions at the University of Toronto, with many holding senior level occupational classifications. This is a one percent increase from last year's numbers.

Recruitment, retention, and exit data for the designated groups – women, aboriginal people, visible minorities, persons with disabilities, and sexual minorities, generally indicate the status quo or slight gains over previous years.

Planned Initiatives:

Efforts will continue to improve the representation rates of persons with disabilities and aboriginal people at the University. For example:

- The release of the upcoming AODA employment standard will assist the University in raising awareness about employment opportunities for persons with disabilities.
- We will continue to raise awareness among both existing employees and new hires regarding the importance of disclosing on the employment equity survey.
- The Director of Faculty and Academic Life is a member of the aboriginal Initiatives Program Committee and also works closely with the Employment Equity Officer
- Through the Office of the Vice Provost Faculty and Academic Life, the Office of the Vice President and Provost offers a number of career development training opportunities for faculty at all stages of their career. All of these programs include an emphasis on employment equity matters
- The Employment Equity/AODA office has been working with the Central Administration Human Resources Office (CAHRS) to form a partnership with one of the agencies that supports employment opportunities for persons with a disability. Although in its early phases, we hope that this pilot project will result in greater numbers of applicants from this particular designated group.

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 *2009 Employment Equity Report*.