



UNIVERSITY OF
TORONTO

Employment Equity Report

2009

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Introduction

The Employment Equity Act applies to federal and provincially regulated employers, such as the University of Toronto, with 100 or more employees under the Federal Contractor's Program¹. Employers are required to develop and implement employment equity plans and programs and to report annually to the Federal Government (HRSDC) on the progress of achieving a representative workforce.

The University's commitment to employment equity is illustrated in its policies on employment equity and the statement on equity, diversity, and excellence. The University of Toronto has an understanding that equity and diversity have an important role in building strength in our university community. We believe our commitment to employment equity benefits our students as well as staff and faculty.

Like many equity initiatives, employment equity is ongoing and works to identify and eliminate barriers in employment procedures and policies. The University measures five designated groups: women, aboriginal persons, visible minorities, persons with disabilities and sexual minorities. The University of Toronto has included sexual minorities as a designated group for the past nine years and has collected survey data on this group since 2001.

Employees complete a self identifying questionnaire at the point of hire. In order to protect employee confidentiality, data is suppressed for values less than three in this report.

The 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. All commitments under the Federal Contractor's Program are met in the completion of this report.

¹ The Labour Program ensures that the [Employment Equity Act and mandates](#) are applied appropriately to these four designated groups. It also makes sure that [federally regulated employers](#) covered under the Legislated Employment Equity Program and provincially regulated employers covered under the Federal Contractors Program understand the Act and mandates so they can meet their obligations under the Act. http://www.hrsdc.gc.ca/eng/labour/equality/employment_equity/index.shtml

Introduction

Assignment of Senior Official Responsible for Employment Equity

Since 2001 the senior official responsible for employment equity at the University of Toronto has been the Vice President, Human Resources and Equity, currently Professor Angela Hildyard. Responsibility for equity at the University is vested with many individuals and offices across the university as part of our strategy to integrate equity throughout the fabric of the institution. The Employment Equity AODA Officer is responsible for initiatives supporting employment equity.

The University's wide range of equity officers advise the Vice President Human Resources and Equity and other senior administrators on how the University can build a more healthy, equitable community. A list of all the equity offices, along with their contact information, is found in the appendix of this report.

Collection of Workplace Information

2008-2009 Workforce Analysis

For the purposes of this report, the University's employment positions are classified using Employment Equity Occupational Groups (EEOG's) which are established by the Federal Contractor's Program. Comparisons are made between University workforce representation and external availability data derived from the 2006 Canadian census and the Participation Activity Levels Survey (PALS) 2001, for persons with disabilities.

Faculty representation, promotion, and retention are examined by division I-IV (Humanities, Social Sciences, Physical Sciences, and Life Sciences) with data provided by the Office of the Vice President and Provost.

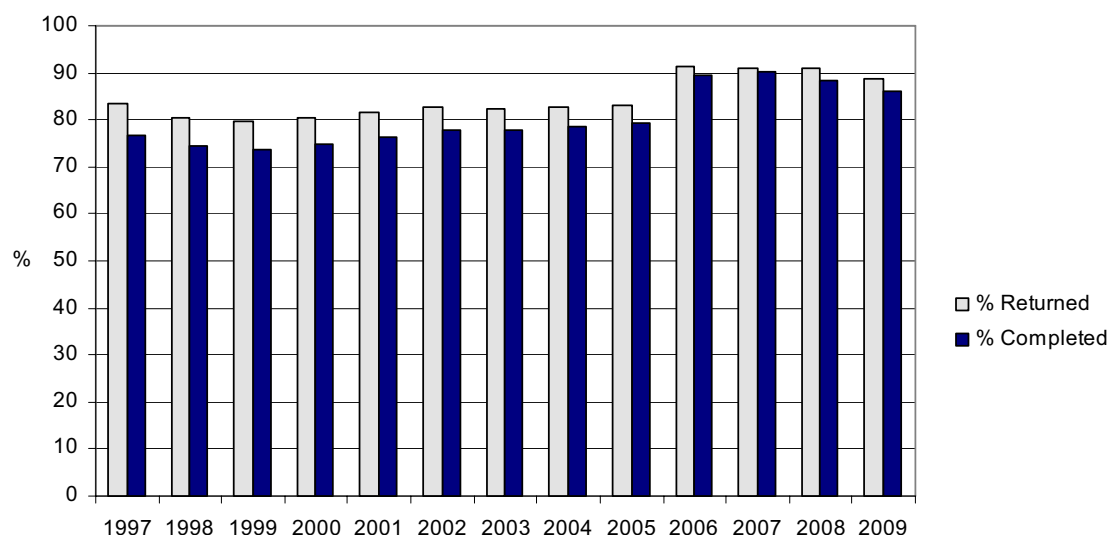
Two sources contribute to the collection of the workforce data, information regarding gender is collected from the Human Resources Information System and information regarding the designated groups is collected from the voluntary Employment Equity Questionnaire.

Employment Equity Representation Overview

As illustrated in Figure 1, the return rate for the Employment Equity Questionnaire in 2009 was 88.5% and the completed rate (those who chose to complete the questionnaire) was 86.2%. In comparison to last year's rate there is a drop in both returned and completed surveys from 90.8% and 88.3% respectively. The drop in return and completion rates is hypothesized to be related to the launch of the online Employment Equity Questionnaire through the University's Employee Self Serve function. The Employment Equity Officer has completed several initiatives to raise awareness of the online questionnaire including training of benefits specialists to ensure that new employees are encouraged to complete the online survey, and the publication of a story in the U of T Bulletin promoting the benefits of survey completion. It is hoped that with increased awareness and convenience of the survey placement online, staff and faculty will engage in the equity survey. Efforts to raise return rates will continue into 2010.

Collection of Workplace Information

Figure 1: Trend Analysis for Percentage of Surveys Returned and Completed (Full-time Employees only)



Summary Data on Representation Rates for Designated Groups 2009

Table 1 provides a summary of representation rates of designated groups among both full time and part time combined Academic and Staff groupings. The numbers of both academic and administrative staff have increased since 2008, leaving our total employee count at 9191 employees. Among academic positions, which include numbers for professional librarians, there is a slight increase of representation levels for all designated groups except for a slight decrease in visible minorities from 15.8% to 14.8%. Among administrative staff representation of all designated groups saw an increase except for persons with disabilities which remained the same at 3.2%. (Note: In the 2008-09 employment equity report Research Associates were included within the non-unionized staff numbers; previously they were reported independently.)

Collection of Workplace Information

*Table 1: Summary of Representation Rates for Designated Groups
2009*

(Full and part time employee numbers are combined in this table for each employee group.)

Staff Category	Total	Women		Total Completed	Aboriginal People		Visible Minorities		Persons with Disability		Sexual Minorities	
		#	%		#	%	#	%	#	%	#	%
Total Academic	3200	1265	40	2662	14	0.5	395	14.8	50	1.8	115	4.3
Faculty*	3051	1155	38	2531	14	0.5	379	14.9	47	1.8	104	4.1
Librarians	149	110	74	131	0	0	16	12.2	3	2.2	11	8.3
All Staff	5991	3660	61	5188	53	1	1586	30.5	168	3.2	234	4.5
Non-Union**	1244	698	56	1074	6	0.5	256	23.8	26	2.4	59	5.4
Unionized	4747	2962	62	4114	47	1.1	1330	32.3	142	3.4	175	4.2
Total	9191	4925	54	4850	67	0.8	1981	25.2	218	2.7	349	4.4

*Clinical staff included

**Research Associates included

Table 2 which shows the representation of designated groups among all full-time employees from 2005-2009 indicates that representation rates for all groups are slightly higher than or consistent with 2008 rates. Overall in reviewing the years from 2005-2009 the only designated group which shows marked change is that of aboriginal persons which in 2005 represented 1.3% of the full-time workforce population and since then have hovered at approximately 0.8%.

The University launched an Aboriginal Initiatives Program in 2006 to support the retention and recruitment of aboriginal staff. More recently, in 2009, we established an Aboriginal Initiatives' Program Committee within the auspices of the Employment Equity Office. This committee, comprised of both aboriginal and non aboriginal staff and faculty, meets monthly to discuss programming and projects to support recruitment and retention efforts for aboriginal staff and faculty. In 2010 the committee will be launching a project directed at recruitment of aboriginal staff through the establishment of relationships with "friendship" centers, which are agencies that support aboriginal employment.

Collection of Workplace Information

Table 2: Trends in Representation Rates for All Full-time Employees from 2005-2009) - Includes Faculty, Clinical, Staff Non-Union, Staff Union
(Full time employee counts **only**)

	2005 Total Employees 8,533 (Completed Survey 6,720)	2006 Total Employees 8,628 (Completed Survey 7,657)	2007 Total Employees 8,854 (Completed Survey 7,932)	2008 Total Employees 8117 (Completed Survey 7951)	2009 Total Employees 8461 (Completed Survey 7297)
	# (%)	# (%)	# (%)	# (%)	# (%)
Women	4459 (52.3)	4517 (52.4)	4557 (52.6)	4803 (52.9)	4468 (52.8)
Aboriginal Persons	88 (1.3)	65 (0.8)	68 (0.9)	62 (0.7)	66 (0.8)
Visible Minorities	1466 (21.8)	1875 (24.5)	1944 (24.5)	1970 (24.1)	1885 (25.8)
Persons with Disabilities	172 (2.6)	231 (3.0)	234 (3.0)	225 (2.7)	202 (2.7)
Sexual Minorities	n/a (n/a)	317 (4.1)	358 (4.5)	351 (4.2)	331 (4.5)

Figure 2 shows the percentages of each designated group among new hires, exits, and the existing workforce complement. To the extent that the percentage of new hires exceeds the percentage of exits, we are able to document an enhancement to the diversity of our workforce. Last year it was noted that exit rates for two designated groups, aboriginal persons, and persons with disabilities were higher than the rate of new hire for these two groups. Although the overall numbers remain small, in 2009 the hire rate for aboriginal employees was slightly higher than the exit rate. We are hopeful that this trend will continue for the coming year resulting in continued growth in the workforce complement of aboriginal persons. The exit rate for persons with disabilities this year was 3.1% in contrast to 1.7% of new hires. Multiple factors contribute to why employees with disabilities exit from the institution, such as on-going and long-term health needs. Notwithstanding, the Employment Equity office in collaboration with Health and Wellbeing Programs and Services will continue to monitor this issue.

Collection of Workplace Information

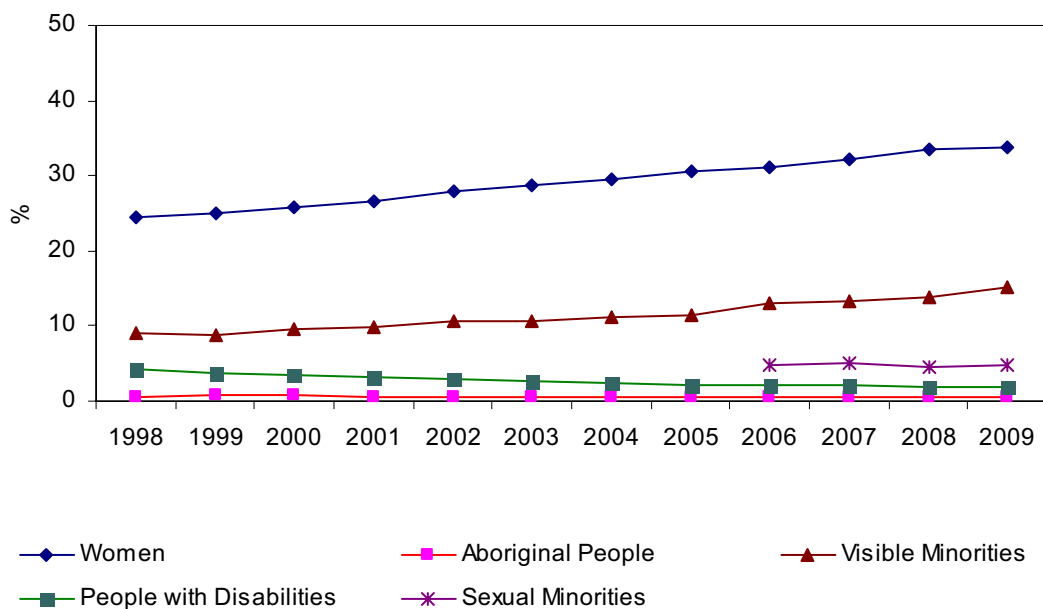
Figure 2: Comparison of Exits, New Hires, and Current Workforce for All Employees by Designated Group (FT and PT)



Faculty

There are 3200 full and part time academics (faculty, clinicians who are appointed staff, and professional librarians) in our institution. Women account for 40% of the total number in comparison to 38% in 2008. In addition, 50% of those appointed as academic directors, department chairs or associate deans are women.

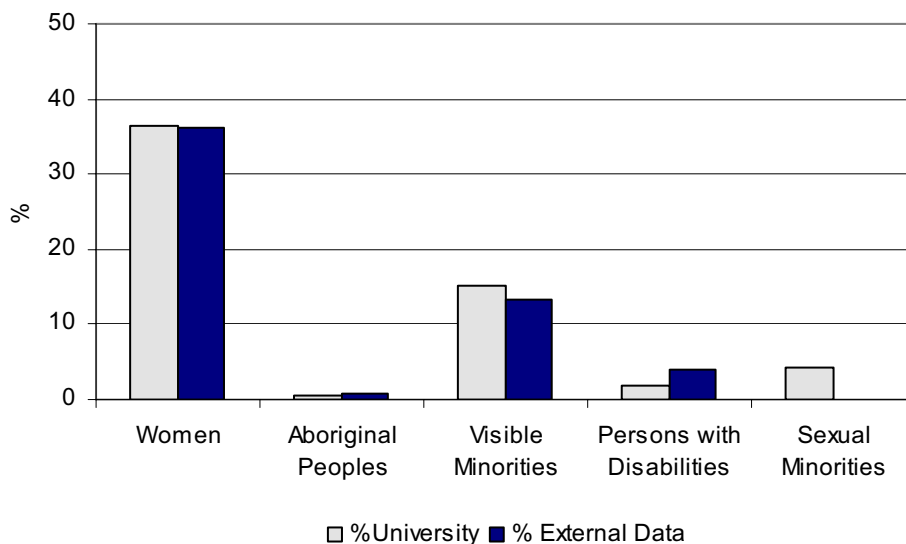
Figure 3: Trend Analysis Full Professor Tenure Stream Faculty (Full-time)



Faculty

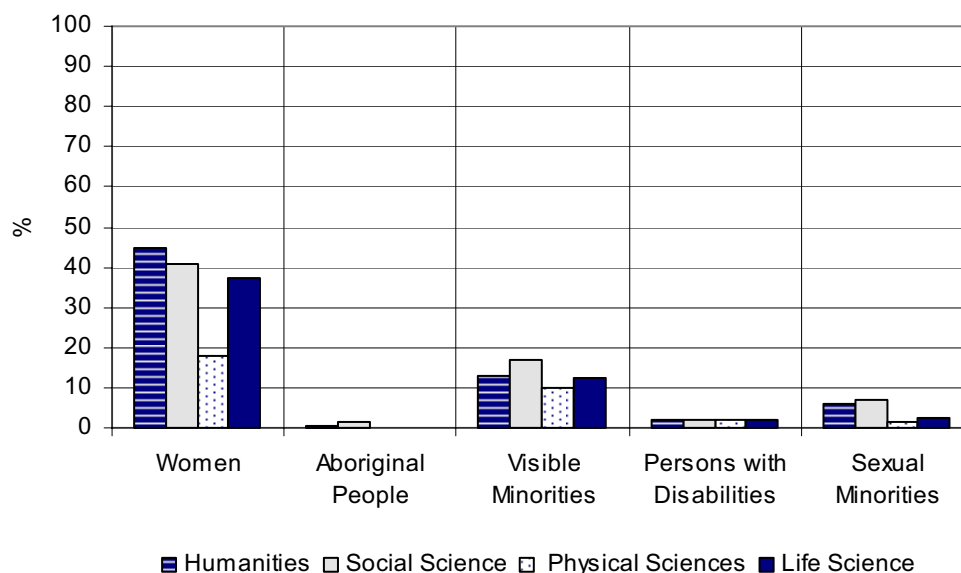
When reviewing external availability data for full-time faculty, Figure 4 illustrates that we are slightly ahead of external availability for women academics, ahead for visible minorities and at par for aboriginal persons.

Figure 4: Comparison of All Full-time Faculty to External Availability Data



As illustrated in figure 5 the representation rates for aboriginal faculty although small, saw a slight increase from last year in the Humanities (0.6% from 0.4%) and remained the same in the Social Sciences (1.4%). Persons with disabilities who are full-time faculty continue to be underrepresented.

Figure 5: Representation of Designated Groups among Full-time Faculty by SGS Division



Faculty Recruitment

A total of 113 tenure-stream searches were made between July 1, 2008 and June 30, 2009. The table below summarizes the origin of new hires (for assistant and associate professors, the location of the PhD granting institution; for full professors, the location of their previous appointment) and the available citizenship information since origin may not necessarily represent the nationality or citizenship of the individual hired.

Table 3: Origin of New Hires 2008/2009

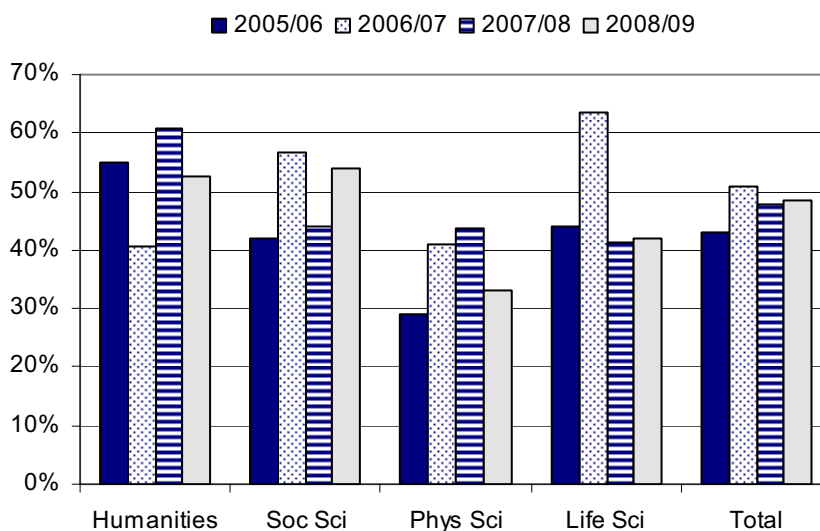
	2007/2008	2008/2009
New faculty originating from US Institutions	51%	59%
New faculty originating from international institutions	18%	15%
New faculty originating from Canadian institutions (other than U of T)	14%	22%
New faculty originating from U of T	12%	4%
New faculty holding Canadian citizenship	49%	34%
New faculty holding US citizenship	28%	28%
New faculty holding other citizenship	22%	38%

As indicated in the table above, the majority of new hires came from US institutions (n=40). Fifteen percent (n=10) were from institutions outside Canada or the US, a 3% decrease from last year. New hires from Canada (other than U of T) represented 22% (n=12), an 8% increase, while those coming directly from U of T declined sharply to 4% (n=3) of new hires. This year 34% (n=23) of new hires were Canadian citizens, down 15% from 2007/2008. New faculty from countries other than the US and Canada had a corresponding 16% increase (n=26).

Women

Data is collected on the representation of women amongst new hires at the University. Women accounted for 48.5% of new hires (n=33), an increase of 1% from last year. As the figure indicates, there is improvement in the number of women hires in two of the four SGS divisions--Social Sciences (n=13, up 10%) and Life Sciences (n=8, up 1%). In Humanities, women comprised 53% (n=10) of new hires, down 14% from 2007/2008 and in Physical Sciences the decline was 11% compared to the year previous (n=2).

Figure 6: Trend Analysis of New Women Faculty 2005/06-2008/09



In order to understand the pool from which new women faculty are drawn, the table below compares the number of new women faculty (n=38) beginning employment between October 1, 2008 and September 30, 2009 to the proportion of PhDs awarded to women in different disciplines in Canada from 2005 to 2007. Disciplines are grouped by the percentage of PhDs awarded to women. Subjects where more than 60% of PhDs are awarded to women include Education, Nursing, and Social Work, while in Engineering women receive less than 20% of the PhDs. It is useful to compare our success in hiring women faculty to their availability in the broader pool of qualified PhDs available in Canada.

Table 4: Women Faculty Beginning Employment and % Female PhD Graduates by Discipline Group

Discipline	% Females Start Date: 1/10/08 to 30/9/09	% of Female PhDs 2005 to 2007
Group 1 (60% or more): Education, English, Information, Linguistics, Nursing, Nutritional Sciences, Psychology, Rehabilitation Sciences, Slavic Languages & Literatures, Social Work, and Spanish & Portuguese	86%	70%
Group 2 (40 to 59%): Anthropology, Architecture, Biological Sciences, Classics, Dentistry, East Asian Studies, Environmental Science, Forestry, Global Asian Studies, Law, Medicine, Music, Near & Middle East Civilizations, Pharmacy, Physical Education & Health, Sociology, Visual & Performing Arts, and Women's Studies	31%	48%
Group 3 (20 to 39%): Chemistry, Economics, Geography, Geology, Industrial Relations, Management, Mathematics, Statistics, Philosophy, Physics, & Religion	32%	33%
Group 4 (less than 20%): Engineering	29%	16%

Faculty

The percentages of recently employed women in the disciplines in Groups One and Four are higher than the availability of women in the external pool. In Group Two the University hired fewer women than were available in the pool, while in Group Three the proportion hired is very close to the size of the available pool. The percentages above represent the pool of graduates from Canadian institutions and, while the University certainly recruits from this pool, we also recruit Canadian and international scholars who have graduated from outside of Canada.

The table below compares the percentage of women applicants to the percentage of women interviewed and shows that women are slightly under-represented in our applicant pools across all disciplinary groups in comparison to the Canadian PhD pool but that proportionally more are interviewed and even more take a position at the University of Toronto. The University will continue to work proactively to improve the number of women applicants for tenure-stream positions across these disciplinary groups.

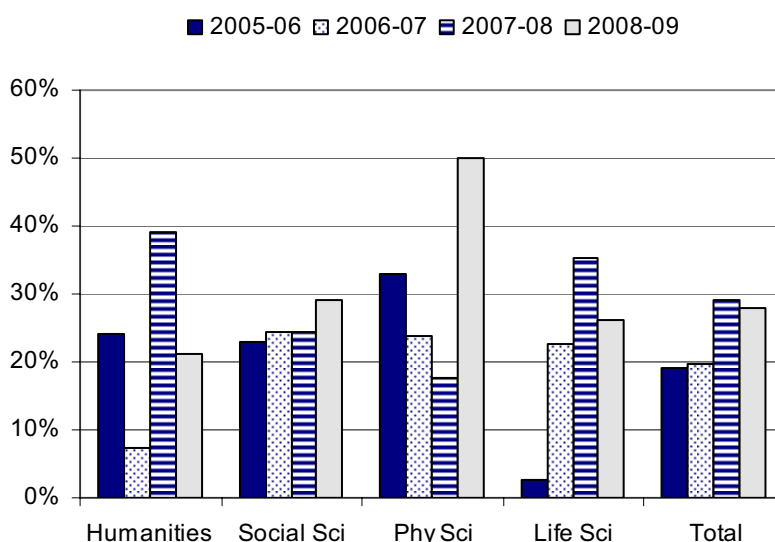
Table 5: Provost's Data: Women Applicants Compared to Women Candidates Interviewed

Disciplines	Applicants		Interviewed		PhD Pool Across Canada 2005 to 2007
	#	%	#	%	
Group 1 (as above)	510	54%	41	66%	70%
Group 2 (as above)	808	40%	49	42%	48%
Group 3 (as above)	474	27%	33	32%	33%
Group 4 (as above)	44	11%	6	19%	16%

Visible Minorities

Where possible, data is collected during the search process on the representation of visible minorities. There are some limitations to the identification of visible minorities as Search Committees must rely on their own judgment in determining whether a candidate qualifies as a visible minority². Figure 5 below indicates that the number of visible minorities hired has declined by 1% to 28% (n=19) of new hires. Both Physical Sciences (+32%, n=3) and Social Sciences (+5%, n=7) have had increases in the proportion of visible minorities hired. The proportion in both Humanities (21%, n=4) and Life Sciences (26%, n=5) declined. The majority of new visible minority faculty (90%, n=17) were hired at the rank of assistant professor.

Figure 7: Visible Minorities Hired in Discipline

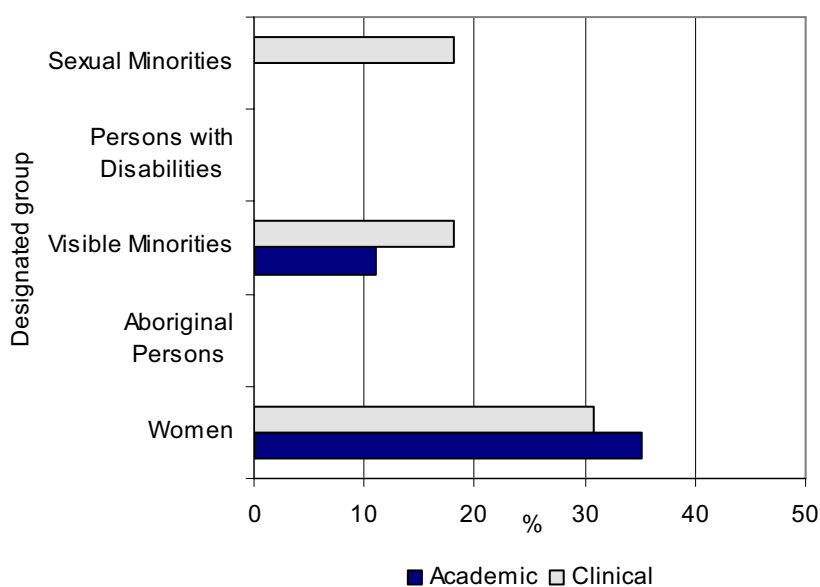


² The implementation of the UTORecruit program to advertise positions and manage applications will permit the collection of more accurate information about visible minority recruiting through the voluntary completion of an equity survey within the on-line application process.

Faculty Promotion

It took women an average of 9.7 years to achieve promotion to full professor, in comparison to men who took an average of 6.6 years. Both rates remain unchanged from last year. Women account for 35.1% of the promotions to full professor. During this reporting period no aboriginal faculty were promoted to full professor, nor anyone who identified as a sexual minority or a person with a disability. Visible minorities accounted for 11% of those promoted to full professor. There is a marked increase in those who identify as a visible minority who were promoted to full professor from last year's data (4.4%).

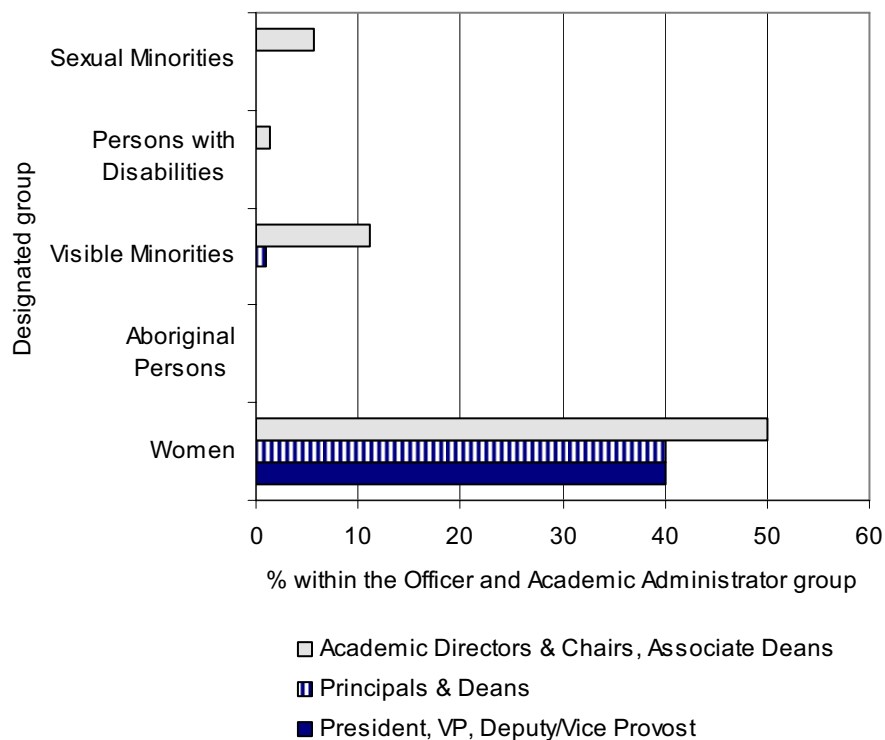
Figure 8: Percentage by Designated group promoted to Full professor stream from Associate (shows Academic faculty and Academic Clinicals).



Faculty

As Figure 9 illustrates, women continue to take on leadership roles at the University of Toronto, with many holding positions in all three senior level categories. All designated groups but that of aboriginal persons are represented in some capacity in each of the officer and academic administrator groupings.

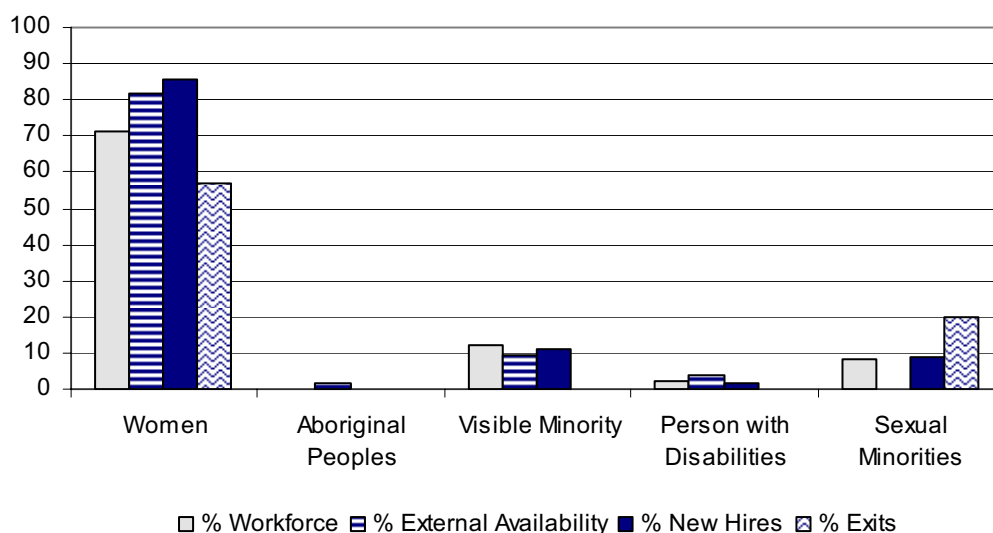
Figure 9: Officers and Academic Administrators by Designated Group



Professional Librarians

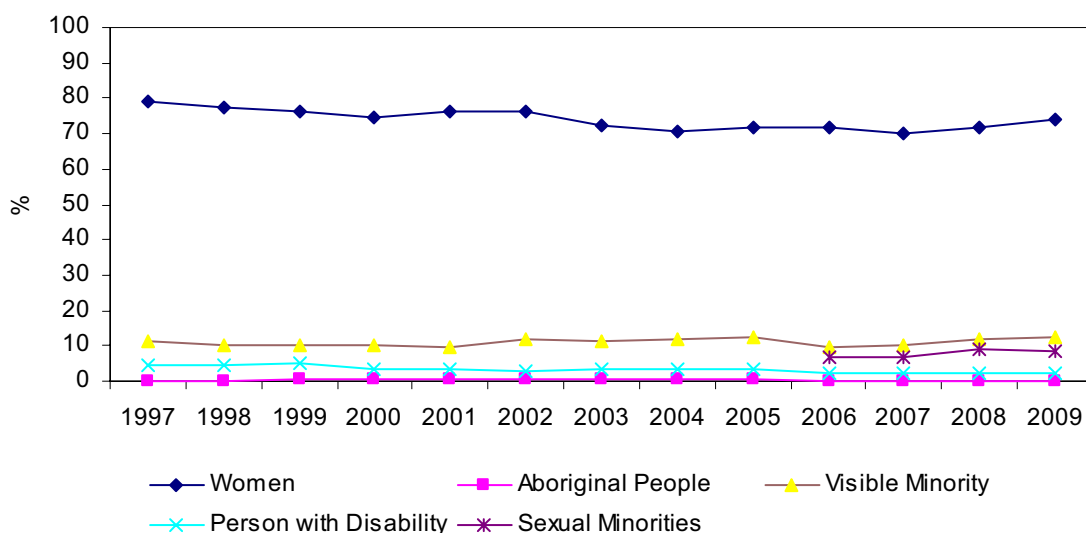
Women constitute seventy one percent (71%) of professional librarians 85.7% of the new hires in this employment group. Of professional librarians 8.4% identified as sexual minorities but as is noted in Figure 10, there was an increase in the number of exits for this designated group, however, the actual number (n) is less than three.

Figure 10: Professional Librarians (FT and PT) Percentage of Workforce, External Availability, New Hires and Exits



When reviewing Figure 11, which shows the trend analysis of professional librarians for all designated groups, each designated group has had an increase except for sexual minorities who decreased slightly by 0.5% and aboriginal persons who again remained at zero which is a decrease from 1999-2005 where 0.8% were accounted for.

Figure 11: Trend Analysis Professional Librarians for all Designated groups since 1997



Conclusions about Employment Equity (Faculty & Professional Librarians)

Our Faculty and Professional Librarians account for 34.8% of the total University of Toronto workforce. Forty percent are women, 0.5% aboriginal persons, 14.8% identify as a visible minority, 1.8% as a person with a disability, and 4.3% as a sexual minority.

Persons with disabilities and aboriginal people were represented in small proportions of academic groups at the University. Efforts will continue to improve the representation rates of these two designated groups. We anticipate that the upcoming AODA employment standard will assist the University in raising awareness about employment opportunities for persons with disabilities and we will continue to raise awareness 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.

Faculty

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 Stepping In Series assists new faculty in their transition to the University of Toronto. Focusing on some of the key issues for faculty early in their career, the luncheon events provide an opportunity to network with colleagues from across the University, meet faculty with roles in senior administration and learn from the experience and expertise of faculty members who have successful careers at U of T. Sessions held in 2008/09 included some tips and practical advice on surviving the first two years in the tenure stream, and an information session on the review processes at the University. Events were also held for new faculty and their families including a welcome reception, a new faculty family event and a career information session for the spouses and partners of new faculty.

Mid-career faculty are usually defined as those past tenure. The Stepping Forward series addresses their interest in further career development and focuses on suggestions for professional enrichment in terms of teaching, research and service. Sessions last year included a panel discussion with academic administrators for those who were considering academic leadership, a workshop on becoming an effective mentor and an opportunity to meet the President's Teaching Award winners.

The office provides an extensive training program for those who have taken on roles in academic administration. Three categories of sessions are offered. During the summer a three-day Orientation and Leadership Retreat is held which focuses on the development of leadership skills and the provision of the tools that are necessary for an academic administrator to lead their unit successfully. The second, entitled 'Just in Time' are scheduled to coincide with major administrative responsibilities and provide a review of relevant policy, a summary of processes and extensive time for questions. The Professional Development Leadership Seminars focus on broader issues for academic administrators including conflict management, University systems, equity and student life.

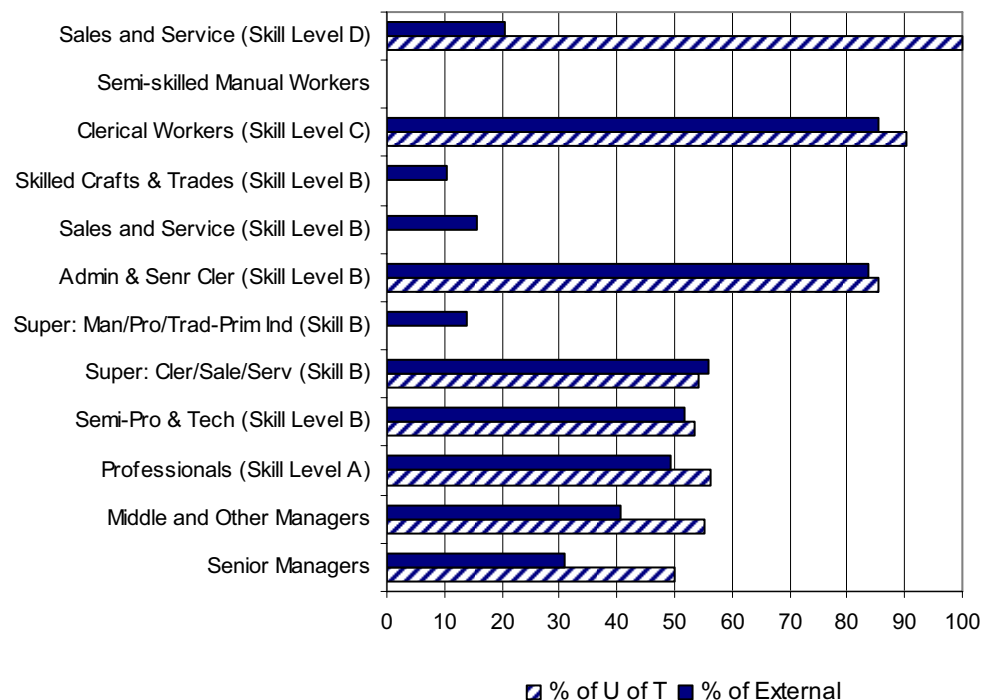
Administrative Staff

2009 saw an increase in full and part time unionized and non-unionized staff numbers from 5,870 (last year) to 5,991. Women comprise of 61% of this total, aboriginal persons 1%, visible minorities 30.5%, persons with a disability 3.2%, and sexual minorities 4.5%. In comparison to last year's data, the representation rate for each designated group increased except that for persons with disabilities which remained unchanged.

Non-Unionized Staff

There was an increase in the proportion of women among non-unionized staff for 2009 (56%) in comparison to 2008 (43.4%). Figure 12 illustrates female staff internal representation rates in various EEOGs compared to external representation rates. Increases were seen in the employment of professionals (skill level A) and sales and service (skill level D). The senior levels, (bottom three on Figure 12) show high representation rates of women, exceeding external availability rates.

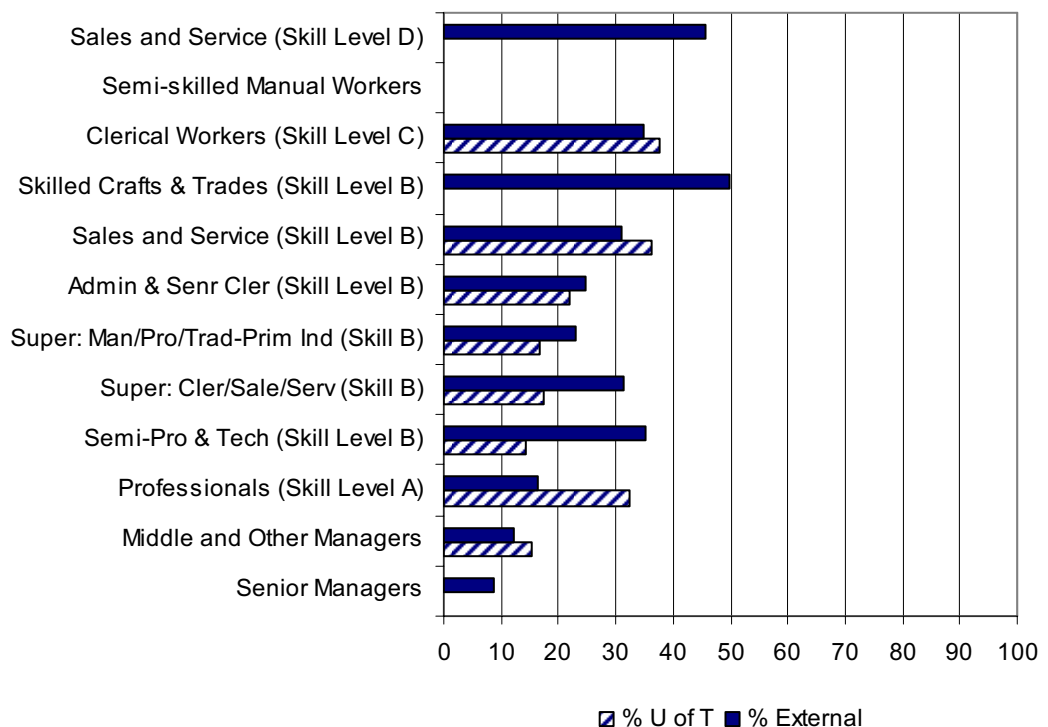
Figure 12: Non-Unionized Female Staff Internal Representation compared to External Availability



Administrative Staff

While Figure 13 indicates that representation of visible minorities among middle managers and professionals is higher than in the external workforce, it also shows that there are no senior managers who identified as a visible minority. This Employment Equity Occupational Group would include those listed in Figure 9 of this report (Academic Administrators which are PMs 8 & 9). However, overall, visible minorities represent 23.8% of non-unionized staff. Career development offered through Organizational Development Learning Centre (ODLC) offers programs for managers, coaching on career transition, and two mentorship programs designed to assist in career planning and goal setting. A new (2008) succession planning program provides further opportunities to promote greater diversity within the senior management levels.

Figure 13: Non-Unionized Visible Minorities Internal Representation Compared to External Availability %



Administrative Staff

A total of 0.5% of non-unionized staff positions are held by aboriginal people, persons with a disability comprise 2.4% of the non-union workforce, and 5.4% identified as a sexual minority. Overall there has been minimal change (increase/decrease) in the designated groups noted above when reviewing data from 2008.

Recruitment and Retention of Non-Unionized Staff

In 2009 the representation of women among applicants and those hired was higher than in the previous year. The number of aboriginal applicants grew this year from 14 to 62, although interviewed and hired rates remained unchanged. This may indicate that many applicants did not meet the minimum requirements of postings for which they applied. A program developed last year which posted job opportunities to agencies who support aboriginal employment may have shown that our efforts to broaden our applicant pool have been met with some success.

Table 6: Non-Union Candidates and Hired Staff

	Applicants		Interviewed		Hired	
	Count	%	Count	%	Count	%
Female	4,501	70.77%	202	64.95%	49	77.78%
Aboriginal	62	0.98%	1	0.43%	0	0.00%
Visible Minority	2,764	47.17%	117	40.63%	20	33.90%
Disability	225	3.68%	9	3.04%	0	0.00%
Sexual Minority	286	4.76%	22	7.53%	5	8.93%

Note: Counts and Percentages are based only on those who responded
(i.e. Total **does not** include those who did not respond to the survey questions)
Approximately 5% did not respond to one or more questions

Career development and advancement is measured through training participation rates. Training rates are compiled by ODLC, and are shown by percentage of days of training taken by each designated group member compared to the representation within the University workforce. As seen in Table 7, women and visible minorities participated in training at a greater rate than their representation in the University workforce. Aboriginal people, people with disabilities and sexual minorities participated at slightly lower rates than their workforce representation.

Administrative Staff

Opportunities for training and development cover a variety of areas including staff development, computer skills, administrative management systems, development for managers, career and life planning, and environmental health and safety. Figure 14 illustrates the types of training that non-unionized staff members engaged in.

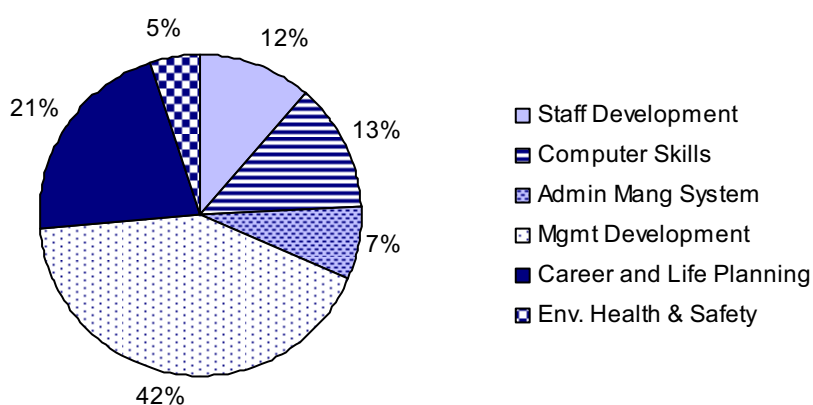
Forty-two percent engaged in management development workshops and training, with career and life planning workshops attracting 21%.

Table 7: Training Participation Rates of Non-Unionized Staff

Comparison of training days taken by designated groups to overall workforce

Designated Group	% Days Training	% University Workforce
Women	75.6	63.3
Aboriginal People	0.6	0.7
Visible Minorities	24.3	21.5
People with Disability	2.6	3
Sexual Minority	7	6.3

Figure 14: Non-Union Staff Type of Training (Full-time)



Administrative Staff

Promotion for Non-Union Staff

Women constituted 60.3% of all non-unionized promotions in 2009. There were increases in promotion percentages for both persons with disabilities (1.7% compared to 1.1% last year) and sexual minorities (6.9% compared to 3.3% last year). Table 8 reflects the rate of promotion in comparison to representation rate in the internal non-union workforce.

Table 8: Promotion Data of Non-Unionized Staff

	% Promo	% University Workforce
Women	60.3	63.3
Aboriginal People	0	0.7
Visible Minorities	25.9	21.5
People with Disability	1.7	3
Sexual Minorities	6.9	6.3

Exit Data of Non-Union Staff

As Figure 15 shows, rates of exits were higher than workforce complement for all groups except for visible minorities, although in the case of women the difference is minimal (64% exits compared to 63% workforce representation). New hires of visible minorities and aboriginal people were greater than rates of exit as illustrated in Figure 16; however all other designated groups showed increases in exits over new hire rates. The employment equity office is monitoring these trends as we do not want exit rates to be higher than that of new hire rates in order to maintain a strong workforce complement. In addition, in 2009 the Employment Equity officer, in partnership with a divisional Human Resources Manager, began offering workshops for managers called “Hiring Equitably: how to create the best team”.

Administrative Staff

Figure 15: Exits by Designated Group of Non-Union Staff

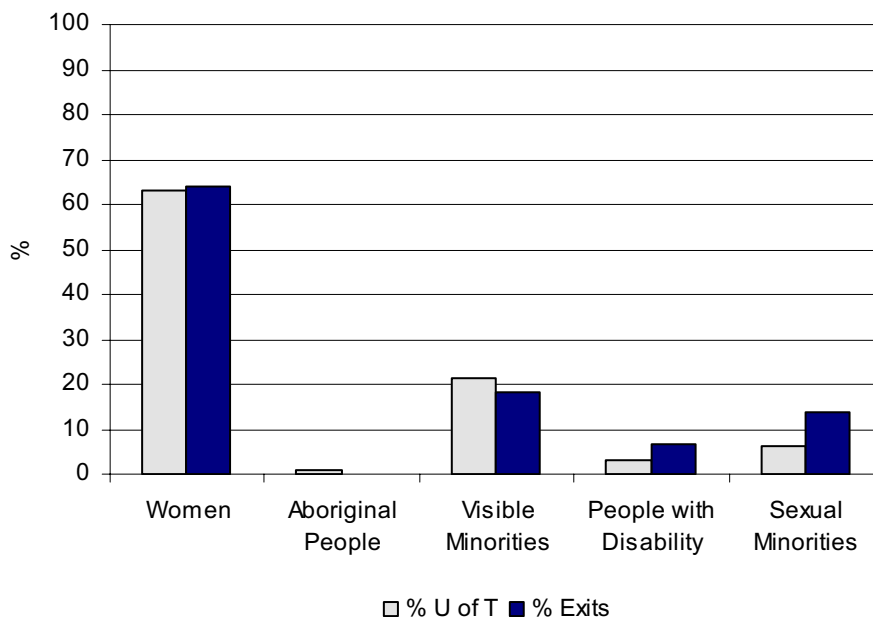
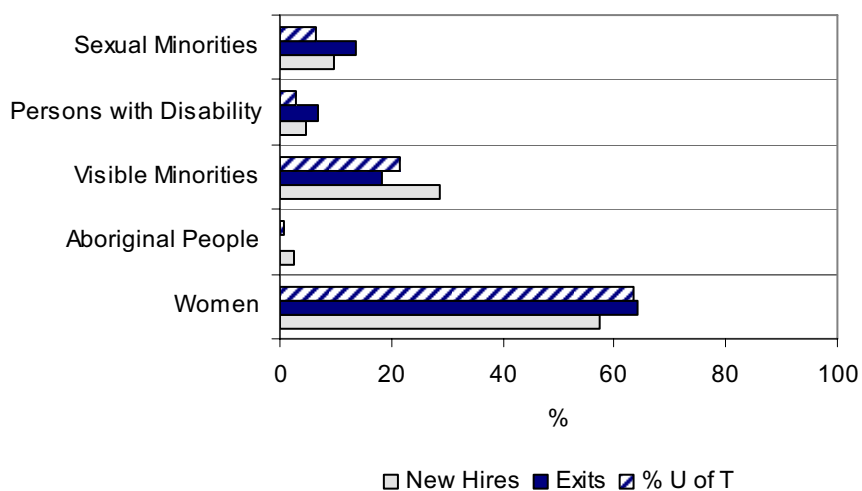


Figure 16: Percentage of Exits Compared to Percentage of New Hires and Percentage of workforce for Full-time Non-union staff



Administrative Staff

Unionized Staff Employees

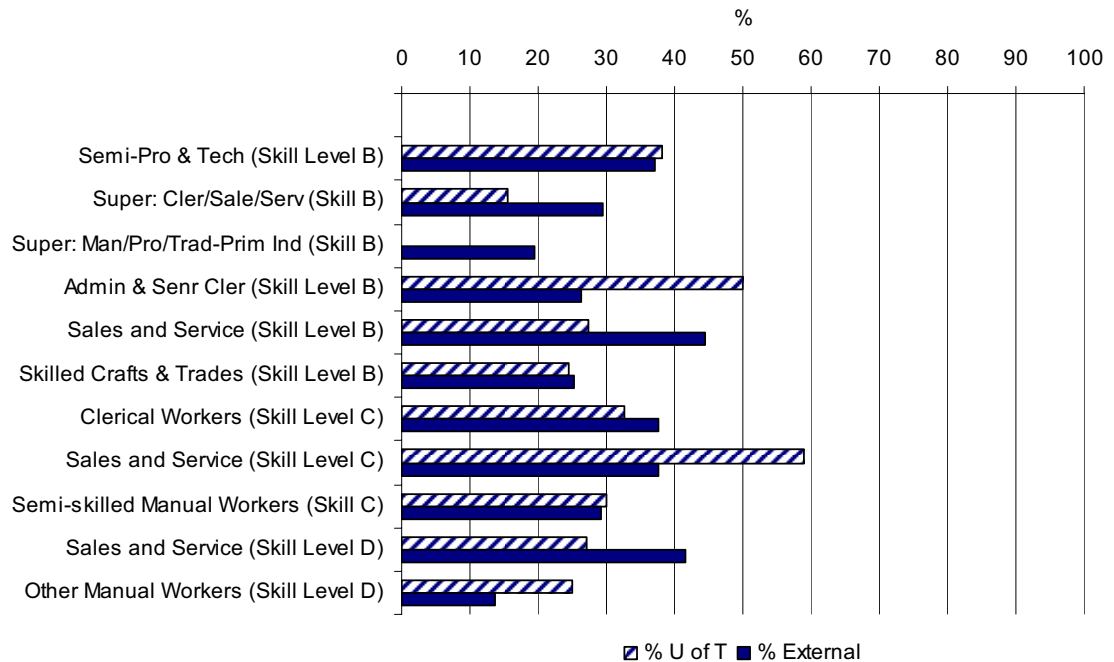
Seventy-nine percent of non academic staff members at the University of Toronto belong to a union. There are 21 unions at the University and each union group is governed by a collective agreement. The University and five of its union groups (CUPE local 3902 units 1 and 3, USW, CUPE 3261, CUPE 1230) are in the process of forming joint union/management employment equity committees as agreed upon in collective agreements. We are hopeful that these committees will provide an excellent forum for the development of joint initiatives to further promote equity within the University.

In 2009 unionized staff accounted for 4,747 members of our community. Sixty two percent of these staff members were women, 1.1% aboriginal peoples, 32.3% are members of a visible minority group, 3.4% identify as a person with a disability, and 4.2% identify as a sexual minority

Figure 17 compares the representation of visible minorities by EEOG with external availability data for all unionized groups combined. Representation rates are not exceeded in just over half of the occupational groupings. This is a change from last year, where representation rates exceeded external availability in both of the top two categories.

Administrative Staff

Figure 17: Full-time Unionized Employees compared to External Availability Data (Visible Minorities)



Representation rates of visible minorities exceed external availability in four occupational categories (Semi Professional and Technical skill level B, Administrative and Senior Clerical skill level B, and Sales and Services skill level C).

One hundred and forty two people identified as persons with a disability. For this designated group we exceed external availability in four EEOG categories.

Recruitment and Retention of Unionized Staff

Table 9 illustrates the number and percent of applicants for unionized positions who identified as one of the designated groups. With the exception of visible minorities, the proportion of hires exceeded the proportions of applicants for the designated groups. As described in the previous section on non-union staff, training is being provided to managers on “Hiring Equitably, we hope to improve the proportion of unionized visible minorities hires in the coming year.

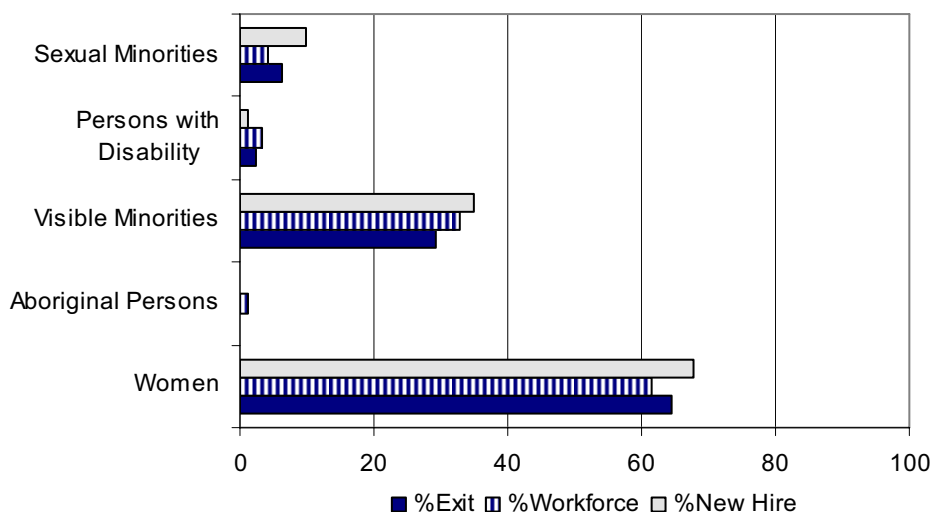
Administrative Staff

Table 9: Recruitment Response Survey – Union Staff Positions

	Applicants		Interviewed		Hired	
	Count	%	Count	%	Count	%
Female	24,498	70.76%	1,207	74.92%	377	72.08%
Aboriginal	356	1.04%	16	1.01%	7	1.36%
Visible Minority	16,530	52.40%	639	43.41%	191	39.46%
Disability	1,002	3.17%	53	3.46%	16	3.29%
Sexual Minority	1,683	5.18%	107	7.17%	33	6.80%

New hires exceeded numbers of exits for all designated groups except for persons with disabilities. Last year we reported that the exit rate of persons with disabilities was 3.5%. Although still at a higher rate than new hires, the exit rate for this particular designated group in 2009 has decreased somewhat to 2.4%.

Figure 18: Comparison of % New Hires, Workforce, and Exits of Unionized staff (f/t)



Among unionized employees there were 382 new hires. In order to maintain or improve representation rates, hiring should be on par with or exceed exit levels. In one designated group, persons with disabilities, exits exceeded new hires. For all other designated groups new hire rates exceeded exit rates.

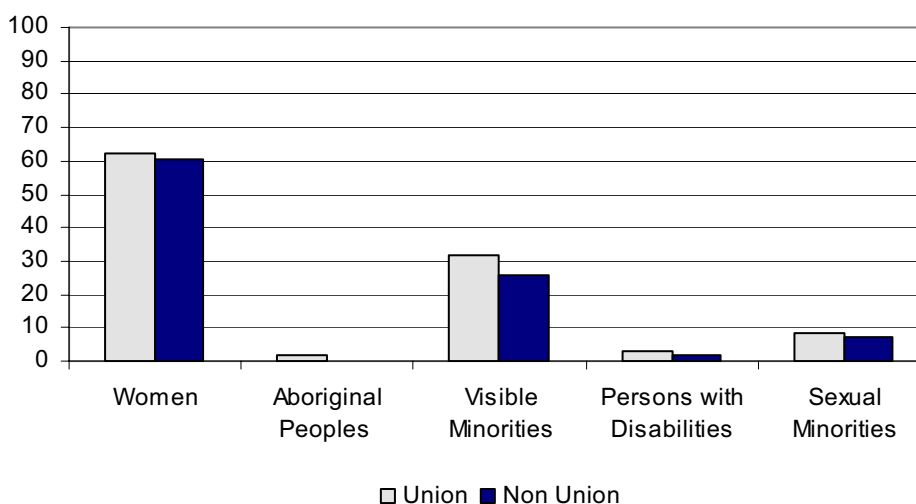
Administrative Staff

Unionized Staff Promotions

Promotion of Union and Non-Union Full-time Staff

As Figure 19 illustrates, for all of the designated groups, a slightly higher percentage of promotions occurred in the unionized employee groups than the non-unionized employee groups. Noting that there are more promotional opportunities available for unionized staff, women accounted for over 60% of promotions and visible minorities with over 25%.

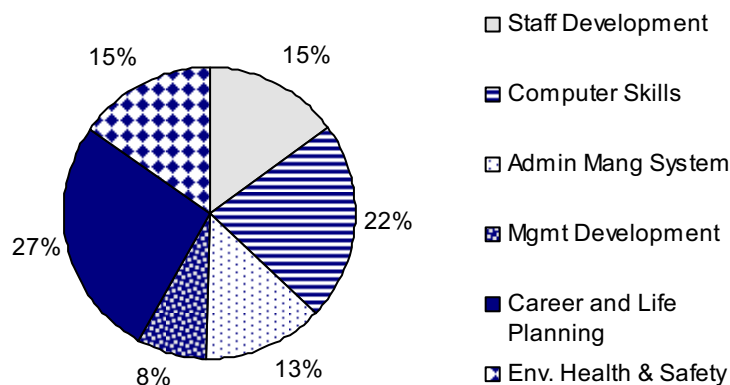
Figure 19: % of Promotions of Unionized and Non-Union Full-time Staff



Training and career development opportunities exist for unionized staff as for non-unionized staff through ODLC. Sessions were fairly balanced in terms of interest/attendance as illustrated in figure 20, twenty seven percent of union employees attended career and life planning sessions, 22% engaged in computer skills training, 15% for both environmental health and safety, and staff development programming, 13% attending administration management systems, and 8% attending management development sessions.

Administrative Staff

Figure 20: Unionized Full-time Type of Seminar



Staff Conclusion

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

The University would like to improve its representation of aboriginal people and persons with disabilities and will initiate a number of projects to this end. For example, one expected provision of the upcoming Employment Standard under the AODA is a recommendation that organizations partner with community agencies who support the recruitment of persons with disabilities. In anticipation of this 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.

Administrative Staff

An example of efforts to increase the number of aboriginal employees is a project developed through the Employment Equity Office to hold an open house event in partnership with aboriginal friendship centres, the career centre, and First Nations house to highlight the University as an ideal employer with which to start a career.

Finally a review of hiring practices will begin to take place in this year. The goal of the review will be to identify opportunities for a more accessible employment practice environment within Human Resources

Efforts are underway within the Division of Human Resources and Equity to begin to survey casual staff members. We are currently working closely with Administrative Management Systems (AMS) to develop a “user friendly” option to survey this particular staff group.

Conclusions of Employment Equity at the University of Toronto

The University of Toronto is committed to identifying and work towards eliminating 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 purpose of the Employment Equity Act is to provide equal opportunities for employment to the four (five at U of T) designated groups. We work to assist managers, academic administrators, and Human Resource professionals to integrate employment equity principles into all areas of their practice.

Eighty two percent of our academic and administrative staff members identify as belonging in one of more of the designated groups. 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. We will continue to work towards building an environment which “is inclusive of all persons and treats all members of the community in an equitable manner.”³

³ Statement on Equity, Diversity, and Excellence.

Appendix

Table 1(A): Employment equity workforce survey: Return rates and completion rates for full-time employees

Table 1(B): Employment equity workforce survey: Return rates and completion rates for part-time employees

Table 2(A): Faculty (full-time) by designated group within type of appointment and rank and external availability data

Table 2(B): Faculty (part-time) by designated group within job category and rank and external availability data

Table 2.1(A): Faculty (full-time) by designated group within type of appointment and SGS division

Equity Offices at the University of Toronto

Table 1(A)
**EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES
AND COMPLETION RATES FOR FULL-TIME EMPLOYEES**

September 30, 2009 Data

September 30, 2009 Data

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS											
	# in EMPLOYEE GROUP	WORKFORCE REPRESENTA D	# RETURNED	% OF SURVEYS RETURNED	ANY QUESTION COMPLETED		ABORIGINAL PEOPLES		VISIBLE MINORITIES		PERSONS WITH DISABILITIES		SEXUAL MINORITY	
					COMPLETED		COMPLETED		COMPLETED		COMPLETED		COMPLETED	
FACULTY ²	2429	28.71%	2153	88.64%	2090	86.04%	2041	84.03%	2044	84.15%	2066	85.06%	1700	69.99%
CLINICAL FACULTY ³	270	3.19%	190	70.37%	190	70.37%	183	67.78%	183	67.78%	190	70.37%	6	2.22%
LIBRARIANS	131	1.55%	121	92.37%	116	88.55%	115	87.79%	115	87.79%	113	86.26%	110	83.97%
RESEARCH ASSOCIATES	292	3.45%	227	77.74%	218	74.66%	218	74.66%	213	72.95%	213	72.95%	160	54.79%
NON-UNIONIZED ADMINISTRATIVE STAFF	888	10.50%	833	93.81%	808	90.99%	796	89.64%	801	90.20%	801	90.20%	763	85.92%
USW	3373	39.87%	3005	89.09%	2934	86.98%	2887	85.59%	2893	85.77%	2893	85.77%	2505	74.27%
LIBRARY WORKERS (CUPE 1230)	154	1.82%	145	94.16%	144	93.51%	136	88.31%	136	88.31%	144	93.51%	128	83.12%
SERVICE WORKERS (CUPE 3261)	593	7.01%	533	89.88%	521	87.86%	515	86.85%	515	86.85%	518	87.35%	378	63.74%
OPERATING ENGINEERS (UoT WORKERS, L.2001)	85	1.00%	83	97.65%	82	96.47%	79	92.94%	79	92.94%	81	95.29%	60	70.59%
POLICE (OPSEU, L. 519)	50	0.59%	46	92.00%	43	86.00%	43	86.00%	42	84.00%	42	84.00%	33	66.00%
TRADES & SERVICES ⁴	82	0.97%	64	78.05%	61	74.39%	61	74.39%	60	73.17%	61	74.39%	57	69.51%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L.578)	5	0.06%	*	60.00%	*	60.00%	*	60.00%	*	60.00%	*	60.00%	*	60.00%
EARLY LEARNING CENTRE CUPE L2484	31	0.37%	20	64.52%	19	61.29%	19	61.29%	18	58.06%	19	61.29%	16	51.61%
89 CHESTNUT HERE L75	78	0.92%	72	92.31%	68	87.18%	68	87.18%	68	87.18%	68	87.18%	65	83.33%
TOTALS:	8461	100.00%	7495	88.58%	7297	86.24%	7164	84.67%	7170	84.74%	7212	85.24%	5984	70.72%

¹Total Population is based on the number of employees as of September 30, 2009.

²Faculty are defined as all faculty (tenure-stream and non-tenure stream) except for clinical faculty.

³"Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.

⁴Includes Electricians (IEBW, Local 353), Plumbers (UA 46), Sheet Metal Workers (SMWIA, Local 30), Carpenters (CAW, Local 27), Machinists/Locksmiths (IAMAW, Local 235), and Painters (District Council 46, Local 557).

Table 1(B)

**EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES
AND COMPLETION RATES FOR PART-TIME EMPLOYEES**
(Excludes casual employees and appointed staff with less than 25% F.T.E.)

September 30, 2009 Data

September 30, 2009 Data

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS											
	# in EMPLOYEE GROUP	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	ANY QUESTION COMPLETED		ABORIGINAL PEOPLES		VISIBLE MINORITIES		PERSONS WITH DISABILITIES		SEXUAL MINORITY	
					COMPLETED		COMPLETED		COMPLETED		COMPLETED		COMPLETED	
FACULTY ²	276	37.81%	219	79.35%	212	76.81%	211	76.45%	211	76.45%	210	76.09%	174	63.04%
CLINICAL FACULTY ³	76	10.41%	39	51.32%	39	51.32%	39	51.32%	39	51.32%	39	51.32%	*	2.63%
LIBRARIANS	18	2.47%	16	88.89%	15	83.33%	15	83.33%	15	83.33%	15	83.33%	14	77.78%
RESEARCH ASSOCIATES	36	4.93%	27	75.00%	23	63.89%	23	63.89%	23	63.89%	23	63.89%	16	44.44%
NON-UNIONIZED ADMINISTRATIVE STAFF	28	3.84%	26	92.86%	25	89.29%	25	89.29%	25	89.29%	25	89.29%	22	78.57%
USW	247	33.84%	205	83.00%	198	80.16%	195	78.95%	195	78.95%	198	80.16%	155	62.75%
LIBRARY WORKERS (CUPE 1230)	18	2.47%	17	94.44%	17	94.44%	16	88.89%	16	88.89%	16	88.89%	14	77.78%
SERVICE WORKERS (CUPE 3261)	26	3.56%	21	80.77%	21	80.77%	21	80.77%	21	80.77%	21	80.77%	18	69.23%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L. 578)	*	0.27%	*	50.00%	*	50.00%	*	50.00%	*	50.00%	*	50.00%	*	50.00%
ESL	*	0.00%	*	*	*	*	*	*	*	*	*	*	*	*
EARLY LEARNING CENTRE CUPE L2484	*	0.41%	*	66.67%	*	66.67%	*	66.67%	*	66.67%	*	66.67%	*	33.33%
TOTALS:	730	100.00%	573	78.49%	553	75.75%	548	75.07%	548	75.07%	550	75.34%	417	57.12%

1Total Population is based on the number of employees as of September 30, 2009.

2Faculty are defined as all appointed faculty (tenure-stream and non-tenure stream) except for clinical faculty.

3"Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.

Table 2(A)
September 30, 2009 DataFACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF
APPOINTMENT¹ AND RANK AND EXTERNAL AVAILABILITY DATA

TYPE OF APPOINTMENT		RANK		UNIVERSITY OF TORONTO WORKFORCE																					
				All Employees					Survey Respondents																
				#					Total Completed					Aboriginal Peoples			Visible Minorities			Persons With Disabilities			Sexual Minority		
														Response of "Yes"					Response of "Yes"					Response of "Yes"	
				Total	Men	Women	% ³	#	Men	Women	% ³	#	Men	Women	% ³	#	Men	Women	% ³	#	Men	Women			
% ³	#	#	#	#	#	#	% ³	#	#	#	% ³	#	#	#	% ³	#	#	#							
Professoriate: Tenure/Tenure Stream:	Professors	843	644	76.4	199	23.6	759	0.0	0	0	0	9.2	70	58	12	1.8	14	12	*	3.2	24	16	8		
	Associate Professors	680	422	62.1	258	37.9	614	0.7	4	*	*	16.8	103	69	34	1.6	10	7	*	5.0	31	17	14		
	Assistant Professors	429	228	53.1	201	46.9	348	1.4	5	*	*	23.9	83	42	41	2.3	8	*	5	7.5	26	12	14		
	Asst Professor(Cond)	16	7	43.8	9	56.3	9	0.0	0	0	0	55.6	5	*	*	11.1	1	0	*	0.0	0	0	0		
	Total	1968	1301	66.1	667	33.9	1730	0.5	9	*	*	15.1	261	171	90	1.9	33	22	11	4.7	81	45	36		
Professoriate: Clinical: (Non-TS in Medicine)	Professors	128	104	81.3	24	18.8	89	0.0	0	0	0	15.7	14	13	*	2.1	*	0	*	2.2	*	*	0		
	Associate Professors	102	64	62.7	38	37.3	80	0.0	0	0	0	15.0	12	8	4	1.5	*	*	0	0.0	0	0	0		
	Assistant Professors	39	22	56.4	17	43.6	21	0.0	0	0	0	14.3	*	*	*	4.8	1	0	*	0.0	0	0	0		
	Asst Professor(Cond)	1	1	100.0	0	0.0	0	/0	0	0	0	/0	0	0	0	/0	0	0	0	/0	0	0	0		
	Total	270	191	70.7	79	29.3	190	0.0	0	0	0	15.3	29	23	6	2.1	4	*	*	1.1	*	*	0		
Professoriate: Non-TS CLTA/Other:	Professors	24	19	79.2	5	20.8	21	0.0	0	0	0	4.8	*	*	0	0.0	0	0	0	4.8	*	*	0		
	Associate Professors	28	15	53.6	13	46.4	23	0.0	0	0	0	4.3	*	*	0	0.0	0	0	0	4.3	*	0	*		
	Assistant Professors	87	44	50.6	43	49.4	58	*	*	0	*	15.5	9	*	7	0.0	0	0	0	3.4	*	*	*		
	Asst Professor(Cond)	9	2	22.2	7	77.8	3	0.0	0	0	0	33.3	*	*	0	0.0	0	0	0	0.0	0	0	0		
	Total	148	80	54.1	68	45.9	105	*	*	0	*	11.4	12	5	7	0.0	0	0	0	3.8	*	*	*		
Other Academics ⁴	Senior Tutors/Lecturers	170	84	49.4	86	50.6	154	0.6	*	*	0	16.9	26	13	13	1.3	*	*	*	5.8	9	6	*		
	Tutors/Lecturers	115	51	44.3	64	55.7	89	1.1	*	*	0	20.2	18	11	7	4.5	4	*	*	2.2	*	*	0		
	Instructors/Lecturers	28	10	35.7	18	64.3	12	0.0	0	0	0	8.3	*	*	0	0.0	0	0	0	0.0	0	0	0		
	Total	313	145	46.3	168	53.7	255	0.8	*	*	0	17.6	45	25	20	2.4	6	4	*	4.3	11	8	*		
Totals: All Faculty:		2699	1717	63.6	982	36.4	2280	0.6	13	7	6	15.2	347	224	123	1.9	43	28	15	4.3	98	57	41		
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:				63.8		36.2				0.7				13.3				4.1							
03-4121 University Professors																									

¹ Academic administrators are included in the tenure stream group according to their rank.³ Based on number of surveys completed.⁴ Includes Teaching Stream staff.

Table 2(B) **FACULTY (PART-TIME) BY DESIGNATED GROUP WITHIN**
JOB CATEGORY¹ AND RANK AND EXTERNAL AVAILABILITY DATA
September 30, 2009 Data

		UNIVERSITY OF TORONTO WORKFORCE																					
		All Employees					Survey Respondents																
							Total Comp- leted	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Sexual Minority			
					Response of "Yes"				Response of "Yes"				Response of "Yes"				Response of "Yes"						
		#	%	#	%		Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women		
JOB CATEGORY	RANK	Total	#	Men	Men	Women	Women		% ³	#	#	#	#	% ³	#	#	#	#	% ³	#	#	#	#
Professoriate: Tenure/Tenure Stream:	Professors	40	28	70.0	12	30.0	36	0.0	0	0	0	0	8.3	*	*	0	0.0	0	0	0	0.0	0	0
	Associate Professors	11	*	27.3	8	72.7	10	0.0	0	0	0	0	10.0	*	0	*	10.0	*	0	*	0.0	0	0
	Assistant Professors	*	0	0.0	*	100.0	1	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0
	Total	52	31	59.6	21	40.4	47	0.0	0	0	0	0	8.5	4	*	*	2.1	*	0	*	0.0	0	0
Professoriate: Clinical: (Non-TS in Medicine)	Professors	33	27	81.8	6	18.2	21	4.8	*	*	0	0	9.5	*	*	*	4.8	*	*	0	0.0	0	0
	Associate Professors	21	18	85.7	*	14.3	10	0.0	0	0	0	0	10.0	*	*	0	0.0	0	0	0	0.0	0	0
	Assistant Professors	22	12	54.5	10	45.5	8	0.0	0	0	0	0	25.0	*	0	*	0.0	0	0	0	0.0	0	0
	Asst Professor(Cond)	0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0
	Total	76	57	75.0	19	25.0	39	2.6	*	*	0	0	12.8	5	*	*	2.6	*	*	0	0.0	0	0
Professoriate: Non-TS CLTA/Other:	Professors	13	11	84.6	*	15.4	11	0.0	0	0	0	0	9.1	*	0	1	0.0	0	0	0	0.0	0	0
	Associate Professors	27	17	63.0	10	37.0	24	0.0	0	0	0	0	25.0	6	*	5	0.0	0	0	0	0.0	0	0
	Assistant Professors	59	19	32.2	40	67.8	44	0.0	0	0	0	0	13.6	6	*	3	2.3	*	0	1	6.8	*	*
	Asst Professor(Cond)	*	*	66.7	*	33.3	2	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0
	Total	102	49	48.0	53	52.0	81	0.0	0	0	0	0	16.0	13	4	9	1.2	*	0	1	3.7	*	*
Other Academics ⁴	Senior Tutors/Lecturers	18	6	33.3	12	66.7	17	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0
	Tutors/Lecturers	97	35	36.1	62	63.9	65	0.0	0	0	0	0	15.4	10	*	7	1.5	*	0	*	4.6	*	*
	Instructors/Lecturers	7	1	14.3	6	85.7	2	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0
	Total	122	42	34.4	80	65.6	84	0.0	0	0	0	0	11.9	10	*	7	1.2	*	0	*	3.6	*	*
Totals: All Faculty:		352	179	50.9	173	49.1	251	0.4	*	*	0	0	12.7	32	12	20	1.6	4	*	*	2.4	6	4
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:		63.8					36.2	0.7					13.3					4.1					
03-4121 University Professors																							

¹ Academic administrators are included in the tenure stream group according to their rank.

³ Based on number of surveys completed.

⁴ Includes Teaching Stream staff.

Table 2.1(A) **FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF**
APPOINTMENT¹ AND EEO REGION

Table 2.1(A)

FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF
APPOINTMENT¹ AND SGS DIVISION

September 30, 2009 Data

		UNIVERSITY OF TORONTO WORKFORCE																					
		All Employees				Survey Respondents																	
						Total Completed	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Sexual Minority				
		Response of "Yes"					Response of "Yes"				Response of "Yes"				Response of "Yes"								
		Total	Men	Men	Women		Total	Men	Men	Women	Total	Men	Men	Women	Total	Men	Men	Women					
JOB CATEGORY	SGS DIVISION	Total#	Men	Men	Women	Women	% ³	#	#	#	% ³	#	#	#	% ³	#	#	#	% ³	#	#	#	
Professoriate: Tenure/Tenure Stream:	I:HUMANITIES	413	239	57.9	174	42.1	376	0.8	*	*	*	12.2	46	24	22	2.4	9	6	*	6.1	23	15	8
	II: SOCIAL SCIENCE	633	385	60.8	248	39.2	544	1.1	6	*	*	16.4	89	56	33	1.8	10	8	*	7.4	40	16	24
	III: SCIENCE	447	379	84.8	68	15.2	394	0.0	0	0	0	19.5	77	62	15	1.5	6	4	*	1.0	4	*	*
	IV: LIFE SCIENCE	460	292	63.5	168	36.5	402	0.0	0	0	0	11.7	47	29	18	2.0	8	4	4	3.5	14	11	*
	Total	1953	1295	66.3	658	33.7	1716	0.5	9	5	4	15.1	259	171	88	1.9	33	22	11	4.7	81	45	36
Professoriate: Clinical (Non-TS Med):	IV: LIFE SCIENCE	270	191	70.7	79	29.3	190	0.0	0	0	0	15.3	29	23	6	2.1	4	*	*	1.1	*	*	0
Professoriate: Non-TS CLTA/Other: ²	I:HUMANITIES	31	16	51.6	15	48.4	24	0.0	0	0	0	16.7	4	*	*	0.0	0	0	0	0.0	0	0	0
	II: SOCIAL SCIENCE	39	19	48.7	20	51.3	25	8.0	*	0	*	20.0	5	*	4	0.0	0	0	0	0.0	0	0	0
	III: SCIENCE	16	14	87.5	*	12.5	16	0.0	0	0	0	6.3	*	*	0	0.0	0	0	0	6.3	*	*	0
	IV: LIFE SCIENCE	59	29	49.2	30	50.8	39	0.0	0	0	0	5.1	*	0	*	0.0	0	0	0	5.1	*	*	*
	Total	145	78	53.8	67	46.2	104	1.9	*	0	*	11.5	12	5	7	0.0	0	0	0	2.9	*	*	*
Other Academics ⁴	I:HUMANITIES	74	30	40.5	44	59.5	62	0.0	0	0	0	14.5	9	4	5	1.6	*	*	0	6.5	4	*	*
	II: SOCIAL SCIENCE	79	40	50.6	39	49.4	59	1.7	*	*	0	20.3	12	8	4	3.4	*	*	*	5.1	*	*	*
	III: SCIENCE	73	48	65.8	25	34.2	71	1.4	*	*	0	23.9	17	11	6	4.2	*	*	*	4.2	*	*	0
	IV: LIFE SCIENCE	61	20	32.8	41	67.2	52	0.0	0	0	0	13.5	7	*	5	0.0	0	0	0	0.0	0	0	0
	Total	287	138	48.1	149	51.9	244	0.8	*	*	0	18.4	45	25	20	2.5	6	*	*	4.1	10	8	*
Totals: All Faculty ²	I:HUMANITIES	518	285	55.0	233	45.0	462	0.6	*	*	*	12.8	59	31	28	2.2	10	7	*	5.8	27	18	9
	II: SOCIAL SCIENCE	751	444	59.1	307	40.9	628	1.4	9	4	5	16.9	106	65	41	1.9	12	9	*	6.8	43	18	25
	III: SCIENCE	536	441	82.3	95	17.7	481	0.2	*	*	0	19.8	95	74	21	1.9	9	6	*	1.7	8	7	*
	IV: LIFE SCIENCE	850	532	62.6	318	37.4	683	0.0	0	0	0	12.4	85	54	31	1.8	12	6	6	2.6	18	14	4
	Total	2655	1702	64.1	953	35.9	2254	0.6	13	7	6	15.3	345	224	121	1.9	43	28	15	4.3	96	57	39

¹ Academic administrators are included in the tenure stream group according to their division.² Of 2676 Full-Time Faculty represented in Table 2(A), 51 are uncategorized in terms of SGS Divisions.³ Based on number of surveys completed⁴ Includes Teaching Stream staff.

Equity Offices at the University of Toronto

Offices that address student, staff and faculty equity concerns:

- AODA (Accessibility for Ontarians with Disabilities Act)
 - www.aoda.utoronto.ca
- Anti-Racism and Cultural Diversity
 - www.antiracism.utoronto.ca
- Community Safety
 - www.communitysafety.utoronto.ca
- Family Care
 - www.familycare.utoronto.ca
- LGBTQ (Lesbian, Gay, Bisexual, Transgendered, Queer) Resources & Programs
 - www.lgbtq.utoronto.ca
- Liaison on Equity Issues at UTSC
 - www.utsc.utoronto.ca/~vpp/equity
- Sexual Harassment
 - www.utoronto.ca/sho
- Status of Women
 - www.status-women.utoronto.ca

Offices that address student equity concerns:

- Accessibility Services, St. George
 - www.accessibility.utoronto.ca
- AccessAbility Services, UTSC
 - www.utsc.utoronto.ca/~ability
- AccessAbility Resource Centre, UTM
 - www.erin.utoronto.ca/access

Offices that address faculty and staff equity concerns:

- Aboriginal Initiatives
 - www.hrandequity.utoronto.ca/equity/aboriginal.htm
- Academic Human Resources
 - www.faculty.utoronto.ca
- Employment Equity
 - www.hrandequity.utoronto.ca/equity/employmentequity.htm
- Health and Well-being Programs and Services
 - www.utoronto.ca/hrhome/hwb
- Quality of Work-Life Advisor
 - www.worklife.utoronto.ca