



UNIVERSITY OF
TORONTO

Human Resources & Equity Portfolio

Presentation to Business Board, November 2, 2015

Human
Resources
& Equity and its
Divisional
Partners work to

Retain, engage and attract
outstanding employees

Promote a community that is
diverse and inclusive

Provide a safe and healthy teaching, learning
and working environment

Develop employees to their
fullest potential

Our team works hard to ensure that University of Toronto remains an Employer of Choice, and continues to be a stimulating, supportive and engaging place to work and have a career.

Our Goal

Human Resources & Equity has a broad mandate with strong linkages to the Provost and is responsible for a broad range of activities and initiatives across all three campuses and within every division of the University.

Human
Resources
& Equity is
Responsible for

Employment Relations

Labour Relations

Equity & Diversity

Occupational Health & Safety

Crisis Management

HR & Equity Portfolio includes:

Equity

Labour Relations

Integrated HR
Service Delivery

Total Rewards

Communications

Environmental
Health & Safety

Organizational & Leadership Development,
Work-Life Support, and Health & Well-being
Programs & Services

Finance &
Operations

Partners

High Risk
Committee

HR Divisional
Offices

Crisis Management

Incident

It starts with an **incident**, where concerning behaviour is identified – usually by staff or a faculty member.

Services to Assist

Student Crisis Coordinators
Community Safety Office
Campus Police
Emergency Services (External)
Human Resources & Equity Staff

Matter requires Institutional Response

We then assess whether the **matter requires an institutional response**, such as matters where there is harm to others, harm to self and the individual refuses to engage in assistance or reputational risk to the university. If this happens, the Director of High-Risk matters is notified.

High-Risk Committee

The Senior team is then called together to form a **High-Risk Committee**, including the Vice-President Human Resources & Equity, Vice-Provost Students, Legal Counsel, Director High Risk Matters, and those working on the case.

Follow-up

After the committee has determined the next steps, the Director of High-Risk matters ensures that the decisions reached at the table are implemented, tracking of cases, **following-up** when necessary.

Faculty & Librarians	3299
Clinical Faculty (not employees)	5383
Staff (full-time and ongoing part-time)	6222
Sessional lecturers	1575
Casual Staff	5031
Teaching Assistants	4952

U of T Employees

Total Gross Payroll (2014)	\$1,227,000,000
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Number of Employee Groups	27
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Number of Unions (including UTFa)	23
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Number of Non-unionized Groups	4
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U of T Employees

Human Resources & Equity

HR & Equity Total	168.1
Central HR	73.1
HR Divisional Offices (13)	95.0
Legal	2.5
Equity	8.0
Environmental Health & Safety	23.0
Crisis	1.0

The Business Board's Role

Approves

- First collective agreements with costing (receives all other negotiated agreements for informational purposes)
- Employment policies for non-represented staff (PMs, Cs and RAs / SRAs)
- Significant Benefit plan changes
- Pension plan changes

Recommends

- Approval of Health & Safety policies to Governing Council

Receives

- Quarterly and annual Health & Safety reports

Our Goals

Enhancing the culture of safety in laboratories and the general workplace

Increasing training opportunities for students

As a research intensive institution, we have to manage sophisticated processes. These include:

- ✓ Biosafety
- ✓ Environmental Protection
- ✓ Hazardous Materials Management
- ✓ Occupational Hygiene & Safety
- ✓ Radiation Protection Services
- ✓ Laboratory & Chemical Safety

Environmental Health & Safety

Anti-Racism
& Cultural
Diversity

AODA

Employment
Equity

Health &
Well-being

Family Care

Quality of
Work-Life

Sexual &
Gender
Diversity

Sexual
Harassment

Equity &
Diversity
UTM

Equity &
Diversity
UTSC

Equity & Diversity

Cementing the values of
Equity & Diversity into
U of T's culture

Enhancing networking and
communication across the
three campuses

Top Employer Awards 2015



The U of T received several top employer awards this year, including:

- ✓ Canada's Top 100 Employers for the **eighth** consecutive year
- ✓ Canada's Best Diversity Employers for the **eighth** consecutive year
- ✓ Canada's Greenest Employers for the **second** year
- ✓ Canada's Top Family-Friendly Employers for the **third** consecutive year
- ✓ Canada's Top Employers for Canadians Over 40 for the **fifth** consecutive year
- ✓ and Greater Toronto's Top Employers for the **ninth** consecutive year

We've heard from many new faculty & staff that these awards played a role in their decision to apply here, to U of T.

Key Priorities 2015-2016

HUMAN RESOURCES & EQUITY



Engagement



Recognition



Career Advancement



Enhancing Client Service

We've been working on these areas over the last few months including:

- ✓ The roll-out of the results for 'Speaking Up', our Faculty & Staff Engagement Survey, to divisions over the summer and the resulting Areas of Focus institution-wide, this fall.
- ✓ New formats for the faculty & staff orientation in September, which included two networking sessions
- ✓ And in November we're launching the enhanced Employee Self-Service for non-appointed / casual staff, with expanded functionality to make accessing their information that much easier.



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For more information, please visit
www.hrandequity.utoronto.ca
