



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Business Board

SPONSOR: Angela Hildyard, Vice-President, Human Resources & Equity
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PRESENTER: As noted above.
CONTACT INFO:

DATE: March 23 for April 5, 2016

AGENDA ITEM: 2

ITEM IDENTIFICATION:

Employment Equity Report, 2015

JURISDICTIONAL INFORMATION:

This report is provided for information only. Business Board has jurisdiction over employee policies and terms and conditions of employment for administrative and unionized staff.

GOVERNANCE PATH:

1. **Business Board for information (April 5, 2016)**

PREVIOUS ACTION TAKEN:

This is an annual report.

HIGHLIGHTS:

The University has prepared an annual Employment Equity report for the past 20 years, initially in order to comply with the Federal Contractors Program (FCP), but additionally because analysis of employment equity data is important in terms of our institutional commitment to Equity and Diversity. We continue to be exempted from the FCP, however collect and analyse equity data in accordance with the best practices as set out in the program.

This report is for internal use, and is meant to inform recruitment practices designed to improve representation rates from the designated groups.

Key points from the report:

- Employment Equity data is gathered through an on-line Employment Equity Survey, accessed through Employee Self-Service (ESS). The survey return rate in 2015 was 84.67%, which is down slightly from 2014 (85.53%). The completion rate (those who chose to complete the survey) was remained relatively steady at 84.38%.
- The report provides a comparison of internal and external workforce representation for four designated groups: women, racialized persons, indigenous persons, and persons with disabilities and notes where there are gaps. The report also captures data with respect to those who identify as LGBTQ; though there is no external comparative data, we are able to track internal trends.
- The report also provides information regarding representation rates at various phases of the hiring process, promotions and exits for both faculty and staff.
- The structure of the report has been modified, with updates to reflect current terminology (e.g. update from the term “visible minority” to “racialized person”, and “sexual minority” to “LGBTQ”). Further, initiatives relating to employment equity are captured in the HR & E Annual report, and are no longer duplicated in the body of this report.
- The structure of the employment equity questions is currently under review, and will be updated prior to next year’s report on employment equity.
- For the first time in 10 years, there were more female tenure-stream hires than male. There was also a significant increase in representation amongst staff who identify as racialized persons.

FINANCIAL IMPLICATIONS:

N/A

RECOMMENDATION:

This report is for information.

DOCUMENTATION PROVIDED:

Employment Equity Report, 2015



University of Toronto

2015 Employment Equity Report

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Foreword from the Vice-President, Human Resources & Equity

The University of Toronto is consistently recognized as a “Top 100 Employer” in Canada – notably as a Top Diversity Employer for nine consecutive years – and while such honours are appreciated, our community knows that it is the impact on individuals and groups of staff that makes this equity work that we do so important and so rewarding.

The 2015 Employment Equity Report documents the University of Toronto’s ongoing commitment to the principles of employment equity. While the University of Toronto is no longer a participant in the Federal Contractor’s Program (FCP), we remain committed to documenting our employment equity statistics and programs, following the principles set out in our Employment Equity Policy, and reporting our progress in the spirit of the FCP requirements.

The principles of equity, diversity and inclusion and their fundamental relationship to excellence are at the heart of the mission and values of this University. Our equity offices form the core of our efforts to translate policy into practice and culture, provide support, and create and grow engaged communities of thought and action on our campuses. Everyone at the University of Toronto plays an important role in the continued achievement of employment equity.

Contributing to U of T’s commitment to excellence and inclusion requires continued engagement from all members of our teaching, learning, and working communities. To facilitate the evolution of this community, Equity Offices (and those with equity responsibilities) provide resources, training, advocacy, and support across all three campuses. Maintaining and strengthening this culture of excellence requires ongoing effort and a perpetual commitment to open dialogue and new ideas from all corners. For information on all equity & diversity programming and policy development at the University of Toronto, please see the 2015 Human Resources & Equity Annual Report.

I invite you to review this report and visit our Human Resources & Equity website, and to contact us if you have any questions or comments.

Sincerely,



Professor Angela Hildyard

Vice-President, Human Resources & Equity

2015 Workforce Analysis Overview

Commitment to Employment Equity

The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment by the University (excerpt from the University of Toronto Policy on Employment Equity).

The University of Toronto's employment equity statement includes groups other than those in the Federal Contractors Program that have historically been discriminated against in ways that limit their full and active participation in the workforce. The inclusion of sexual orientation, gender identity, disability, and race / ethnicity questions is intended to signify the University's recognition of the historical discrimination against these groups and its commitment to a discrimination-free workplace.

The University of Toronto is committed to employment equity and diversity in hiring. We strive to attract candidates from all designated groups in order to help shape the diversity found within our campuses.

The University's Employment Equity Survey

All employees of the University of Toronto (both appointed and non-appointed) are asked to complete an employment equity survey. The survey is embedded within Employee Self-Serve (ESS) (available to all employee groups), and each employee has the ability to complete the survey in full, partially complete the survey, or decline participation. Responses may be updated as required. The data contained in this report is a snapshot of the responses provided by the University's employees as at September 30, 2015.

The current response rate (i.e. the proportion of employees who chose to complete the survey) is 84.38%.

Workforce Analysis

The University collects data from employees regarding membership in the four (4) designated groups: women, Aboriginal persons, racialized persons, and persons with disabilities, consistent with the best practices set out by the Federal Contractors Program (FCP). The University also collects census data on members of the LGBTQ community. There are a total of 10,049 employees at the University of Toronto, of which 6,677 are staff, and 3,372 are faculty.

Workforce Analysis of Staff

The University groups all appointed non-faculty positions into one of 13 groups that approximate the type of work being performed called Employment Equity Occupational Groups (EEOGs). The data regarding the University's composition is then compared to the data regarding the designated groups from the 2011 Census, in order to better understand where the University's representation rates fall relative to the external workforce.

As at September 30, 2015, the University of Toronto had 6,677 full-time and part-time staff (both non-unionized and unionized). While the proportion of women from amongst this group decreased slightly from the previous year (from 61.2% to 59.9%), in all other designated groups, the proportion of staff

identifying in each of the groups increased over the previous year (i.e. LGBTQ from 4.4% to 5.21%; visible minority from 27.4% to 32.38%, and persons with disabilities from 2.6 to 2.91%).

Gap Analysis of Staff

Women

For both union and non-union women, under-representation was noted in the EEOG for Semi-Professional and Technicians (e.g. engineering technicians, graphic designers), as well as Supervisors of Admin/Clerical/Service positions (e.g. those who supervise general office clerks, receptionists, grocery clerks, janitors, parking lot attendants).

Indigenous/Aboriginal Persons

For non-unionized employees, indigenous/aboriginal persons were under-represented in the EEOGs for Middle and Other Managers (i.e. those who have subordinate managers), and Professionals (i.e. those who require advanced educations such as engineers, architects, and doctors).

Unionized employees showed under-representation for this group in several EEOGs, including Professionals, Semi-Professional and Technicians, Administrative and Senior Clerical Personnel (e.g. executive assistants, secretaries), Skilled Crafts & Trades (e.g. plumbers, electricians), Clerical Workers (e.g. general office clerks, mail clerks), and Sales and Service (e.g. cooks, dental assistants).

Racialized Persons

Non-union employees showed under-representation in Semi-Professional and Technicians, and in Sales and Service positions. In addition to these categories, unionized employees also had under-representation in the following EEOGs: Professionals, Administrative and Senior Clerical Personnel, Skilled Crafts & Trades, and Clerical Workers.

Persons with Disabilities

This designated group showed under-representation amongst non-union employees in Middle and Other Managers, as well as Supervisors of Admin/Clerical/Service positions. Unionized staff were under-represented in six groups: Semi-Professional and Technicians, Supervisors of Admin/Clerical/Service positions, Administrative and Senior Clerical Personnel, and Sales and Service positions.

Workforce Analysis of Faculty

There are 3,372 faculty and librarians at the University. The proportion of the workforce comprised of Faculty and librarians as at September 30, 2015 remained unchanged from the previous year (i.e. 33.6% in 2015, vs 33.4% in 2014). In each designated group, representation increased from 2014 to 2015: women from 40.7% to 41.7%; racialized persons from 13.5% to 16.7%; persons with disabilities from 1.5% to 1.81%, indigenous/aboriginal persons from 0.45% to 0.52%, and LGBTQ from 3.5% to 5.17%.

Gap Analysis of Faculty and Librarians

Women

Clinical faculty, (i.e. 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), were the only EEOG for whom a gap in this category existed. A similar gap existed in 2014, however the representation rate exceeded 80% at the time, and the gap at the time was therefore not significant.

Indigenous/Aboriginal Persons

Indigenous/aboriginal persons were under-represented amongst tenured or tenure-stream faculty.

Racialized Persons

Professor Tenure/ Tenure stream, clinical faculty, non-tenure stream faculty (CLTA/ Other), and professional librarians had a gap with respect to racialized persons.

Persons with Disabilities

Persons with disabilities were found to have a gap in the following EEOGs: Professor Tenure/ Tenure stream, clinical faculty, non-tenure stream faculty (CLTA/ Other), other academics and professional librarians.

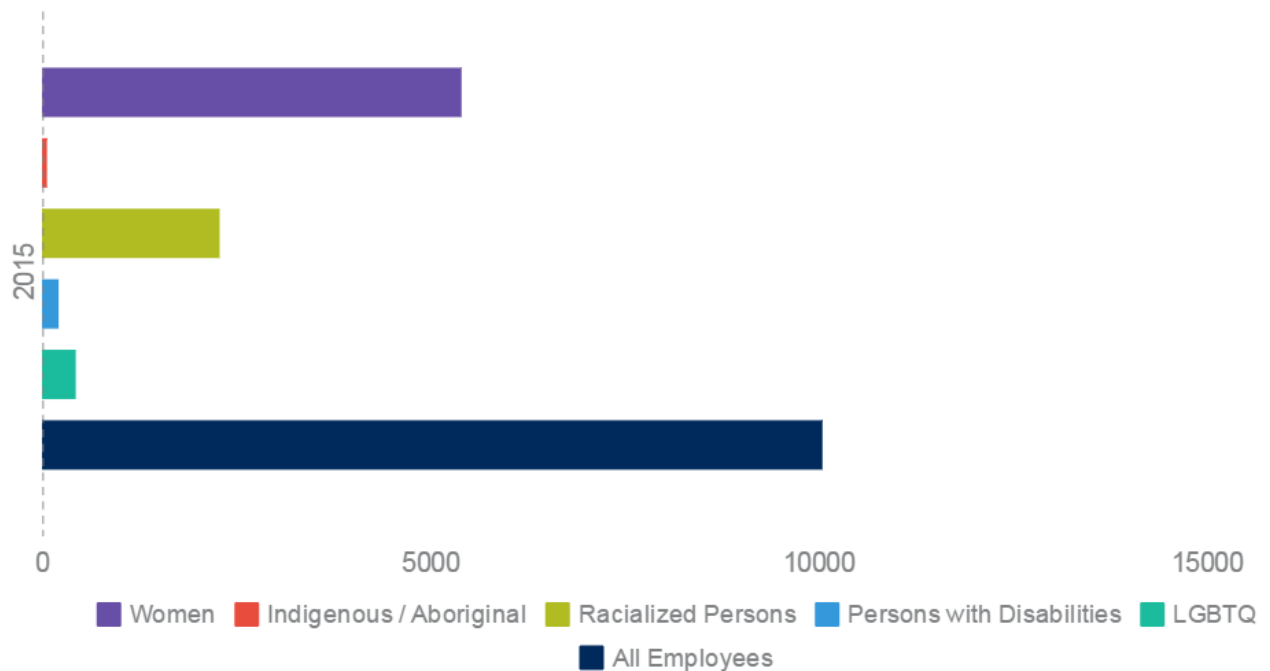
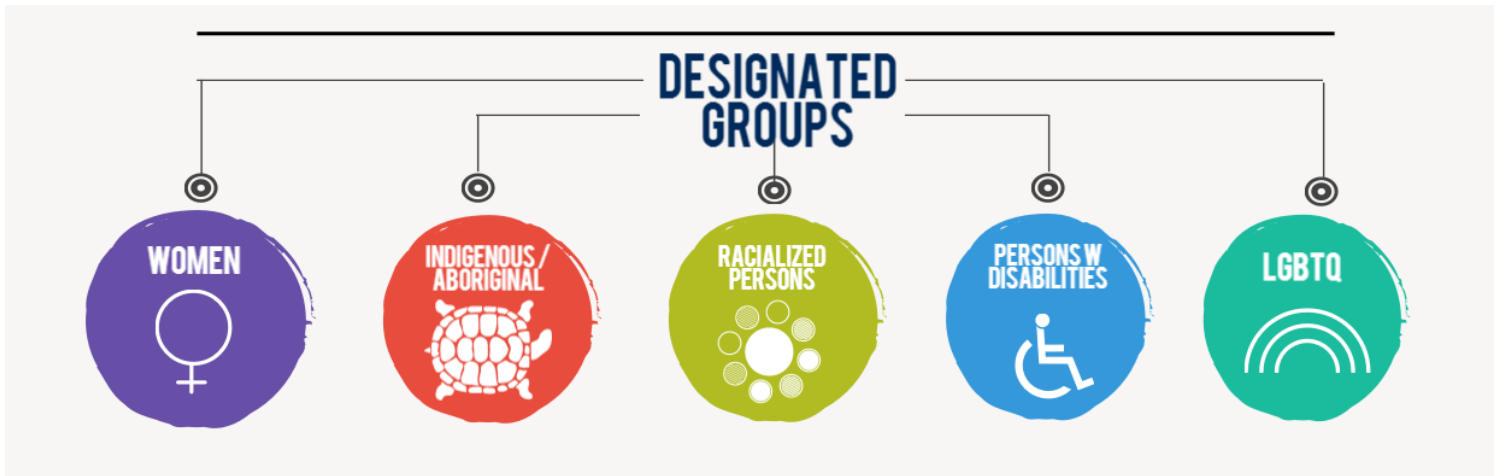
Conclusion

The University of Toronto is committed to employment equity and diversity in hiring, and strives to attract candidates from all designated groups in order to help shape the diversity found amongst the three campuses. The analysis of workforce data helps to identify areas where opportunities to improve representation rates amongst certain groups exist, and helps to inform recruitment and retention strategies.

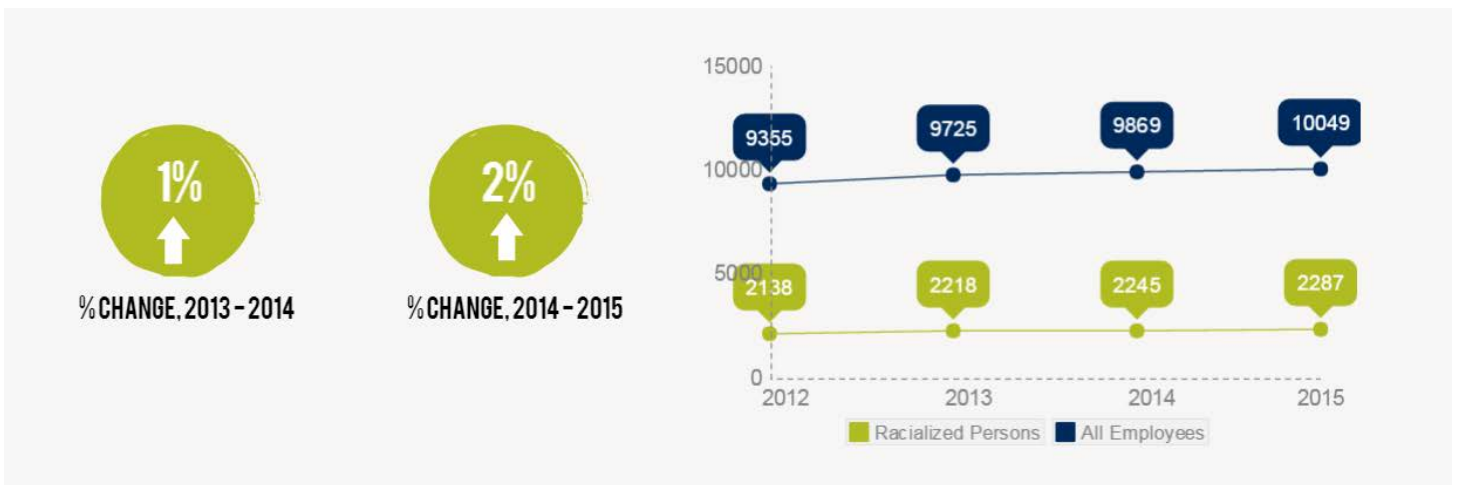
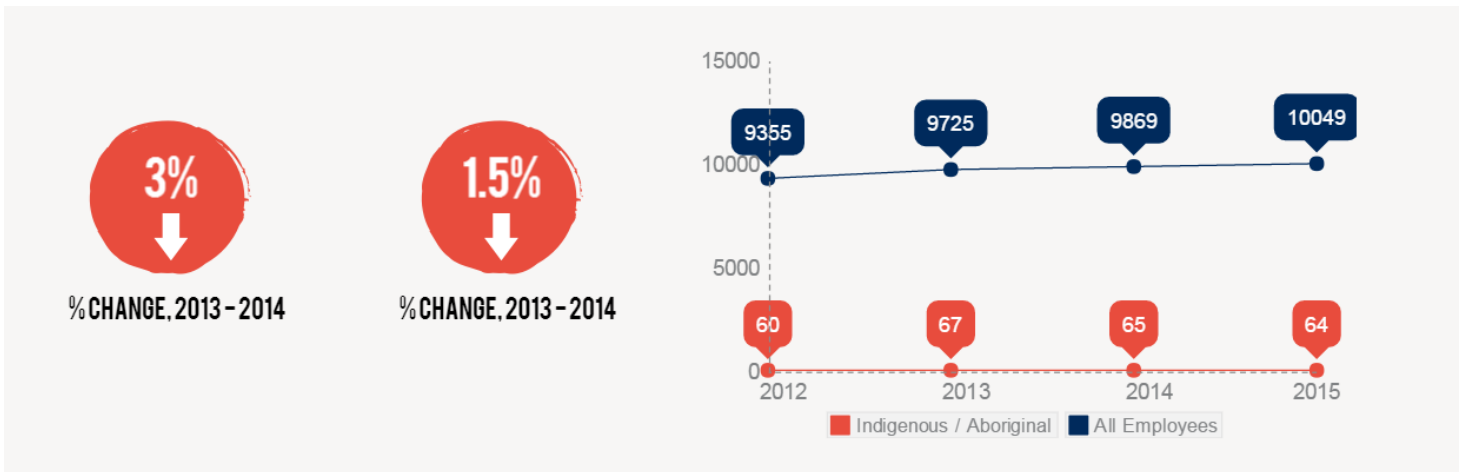
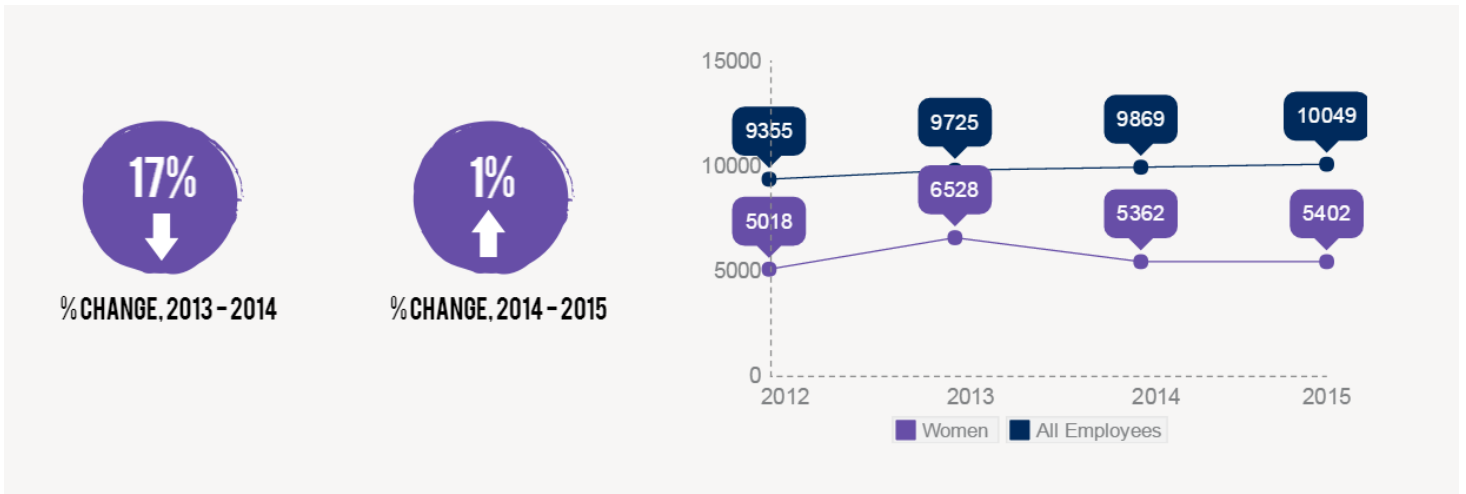
2015 Workforce Analysis Summary Data

The data presented in the workforce analysis summary data reflects the composition of the University of Toronto's workforce as at September 30, 2015. This workforce summary analysis provides a visual interpretation regarding the representation of designated group members amongst appointed employees of the University of Toronto.

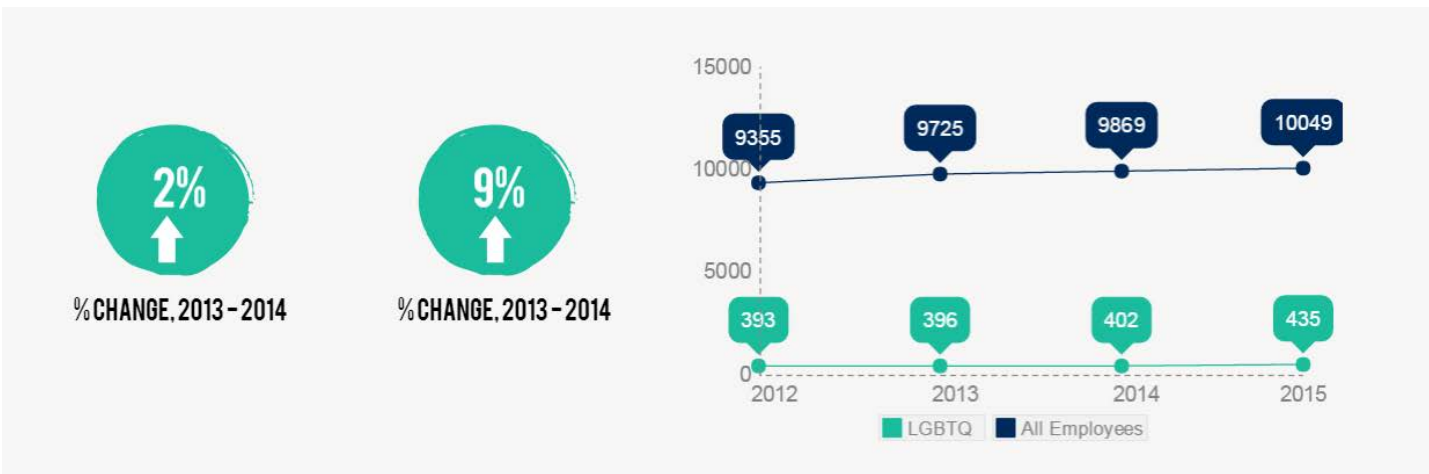
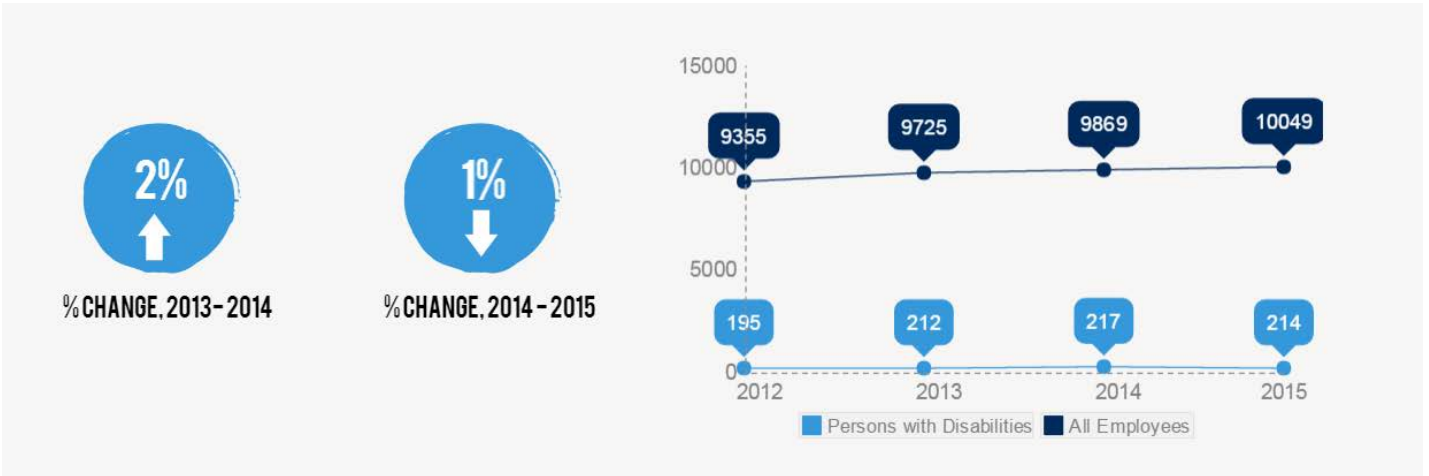
Infographic 1: Summary of Representation Rates of Designated Groups (All Employees)



Infographic 2: Year-over-Year Representation of Designated Groups (All Employees)



Infographic 2 (continued): Year-over-Year Representation of Designated Groups (All Employees)



Infographic 3: 2015 Designated Group to Overall Employee Breakdown (All Employees)



Women (48%) All Other (52%)



Indigenous / Aboriginal (1%) All Other (99%)



Racialized Persons (27%) All Other (73%)



Persons with Disabilities (3%) All Other (97%)



LGBTQ (5%) All Other (95%)

Appendices

Appendix A: Collection of Workforce Data (2014 – 2015)

The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of talent pools of qualified individuals available for hire by the University.¹

The University collects data from employees regarding membership in the four (4) designated groups: women, Indigenous / Aboriginal persons, racialized persons, and persons with disabilities, in accordance with the manner set out by the Federal Contractors Program (FCP). The University also collects census data on employees who identify as LGBTQ. The University administers the Employment Equity Survey online to all appointed and non-appointed employees through our Employee Self-Service (ESS) system. Participation in the survey is voluntary. Those who choose to complete the survey have the option of responding to one or more questions. Employees may update their information at any time via ESS or by contacting their Divisional Human Resources Office.

The data that is collected is kept confidential and used only to assess the University's progress with respect to employment equity. Note that reported data is suppressed where the number of individuals in a group is fewer than six.

The data regarding the external labour pool is drawn from the 2011 Canadian census and the Canadian Survey on Disability (CSD). These two surveys are the source of the "External availability data" as referred to throughout this report. Positions at the University are categorized by Employment Equity Occupational Groups (EEOGs) as established by Employment and Social Development Canada (ESDC).

See Appendix B for a full list of Employment Equity Occupational Group (EEOG) Definitions.

¹ Employment Equity Policy, University of Toronto, 1991

Appendix B: Employment Equity Occupational Group (EEOG) Definitions

| Employment Equity Occupational Group (EEOG) | Definition | Examples of University of Toronto Positions |
|---|--|--|
| Senior Managers | Employees holding the most senior positions in large firms or corporations. They are responsible for the corporation's policy and strategic planning, and for directing and controlling the functions of the organization. | President, Vice-President, Secretary of Governing Council, Chief Librarian |
| Middle and Other Managers | Middle and other managers receive instructions from senior managers and administer the organization's policy and operations through subordinate managers or supervisors. Senior managers and middle and other managers comprise all managers. | Director, Associate Director, Manager |
| Professionals | Professionals usually need either university graduation or prolonged formal training and often have to be members of a professional organization. | Accountants, Programmers |
| Semi-Professionals and Technicians | Workers in these occupations have to possess knowledge equivalent to about two years of post-secondary education, offered in many technical institutions and community colleges, and often have further specialized on-the-job training. They may have highly developed technical and/or artistic skills. | Animal Lab Technician, Library Assistant, Engineering Technician |
| Supervisors | Non-management first-line coordinators of white-collar (administrative, clerical, sales and service) workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision. | Lead Caretaker, Accounting Supervisor |
| Supervisors: Crafts and Trades | Non-management first-line coordinators of workers in manufacturing, processing, trades and primary industry occupations. They supervise skilled crafts and trades workers, semi-skilled manual workers and/or other manual workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision. | Trades supervisors |

| Employment Equity Occupational Group (EEOG) | Definition | Examples of University of Toronto Positions |
|--|---|--|
| Administrative and Senior Clerical Personnel | Workers in these occupations carry out and coordinate administrative procedures and administrative services primarily in an office environment, or perform clerical work of a senior nature. | Administrative assistants, business officers, executive assistants |
| Skilled Sales and Service Personnel | Highly skilled workers engaged wholly or primarily in selling or in providing personal service. These workers have a thorough and comprehensive knowledge of the processes involved in their work and usually have received an extensive period of training involving some post-secondary education, part or all of an apprenticeship, or the equivalent on-the-job training and work experience. | Cook, assistant cook |
| Skilled Crafts and Trades Workers | Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeymen who have received an extensive period of training. | Electricians, plumbers, machinists |
| Clerical Personnel | Workers performing clerical work, other than senior clerical work. | Data entry clerk, general office clerk, mail clerk |
| Intermediate Sales and Service Personnel | Workers engaged wholly or primarily in selling or in providing personal service who perform duties that may require from a few months up to two years of on-the-job training, training courses, or specific work experience. Generally, these are workers whose skill level is less than that of skilled sales and service, but greater than that of elementary sales and service workers. | Bookstore assistants, dental assistants |
| Semi-Skilled Manual Workers | Manual workers who perform duties that usually require a few months of specific vocational on-the-job training. Generally, these are workers whose skill level is less than that of skilled crafts and trades workers, but greater than that of elementary manual workers. | Drivers |
| Other sales and service personnel | Workers in sales and service jobs that generally require only a few days or no on-the-job training. The duties are elementary and require little or no independent judgement | Food service assistant, event attendant |

Appendix C: Workforce & Gap Analysis Data

The Federal Contractor's Program (FCP) expects representation rates (i.e. the proportion of staff identifying in each designated group) will be at, above, or approaching external availability of qualified candidates in Ontario. Gap analysis calculates the difference between self-identified representation among University employees and those individuals in the external workforce with the minimum qualifications to be a candidate for work in a particular Employment Equity Occupational Group (EEOG). Under-representation exists when there is a gap number of 3 or more and a gap percentage of 80% or less. Generally, attention is paid to situations where there is a gap of 10 or greater and an EEOG has gaps in representation in at least three of the designated groups. This assists the University in determining particular areas of focus and opportunities for improvement.

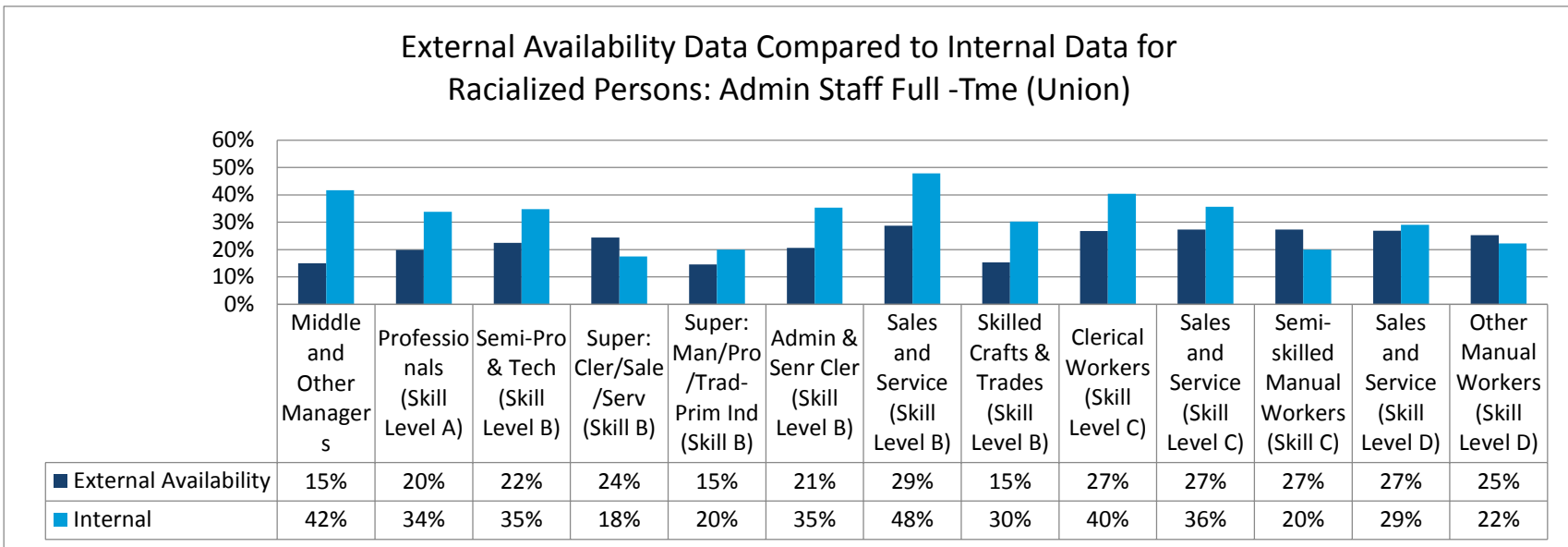
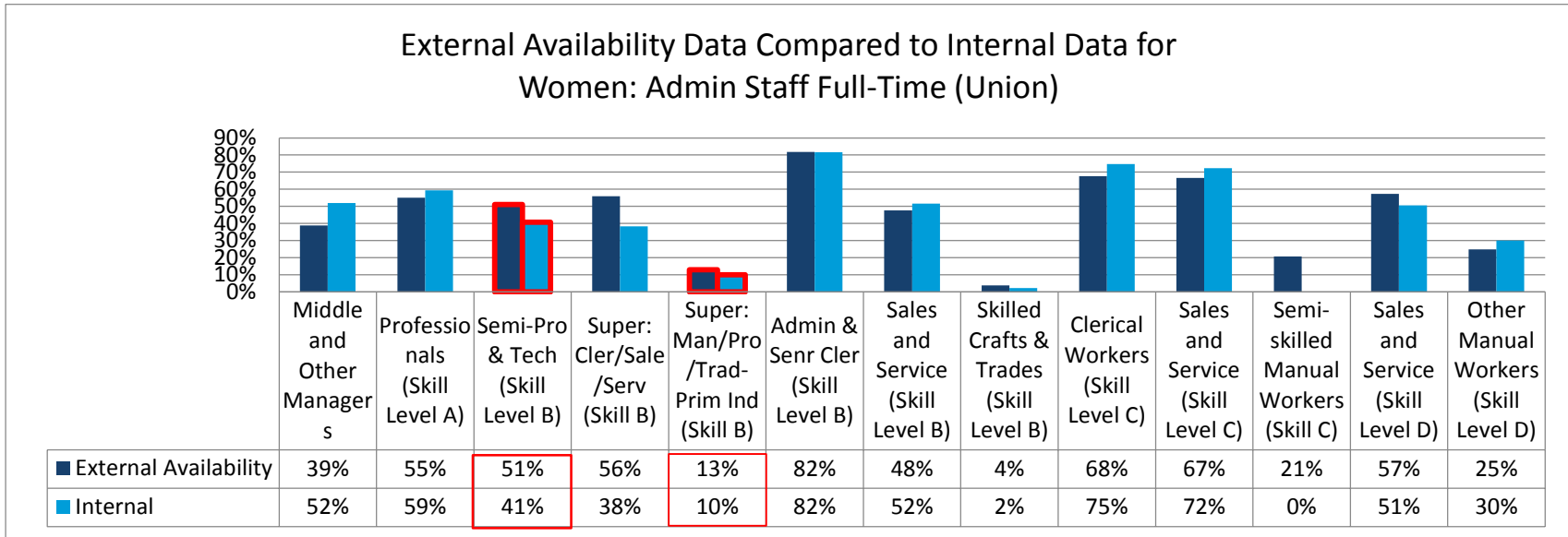
It is important to take all of the data into account in order to properly assess the significance of a gap, as the analysis is dependent on the total number of employees in a particular EEOG. For instance, if there is a gap of -20, the “% of under representation” will be greater in an EEOG with a relatively small number of employees, as opposed to an EEOG with a relatively large number of employees.

In the graphs contained below, the external availability data for each EEOG shows the expected percentage of representation, while the internal data is indicative of the percentage of representation within the University. In addition to the areas noted in the executive summary where gaps exist relative to the external availability data, there are a number of areas where the University's representation exceeds the expected representation rates. Note that the data does not contain an analysis of LGBTQ data, as no corresponding external data is available.

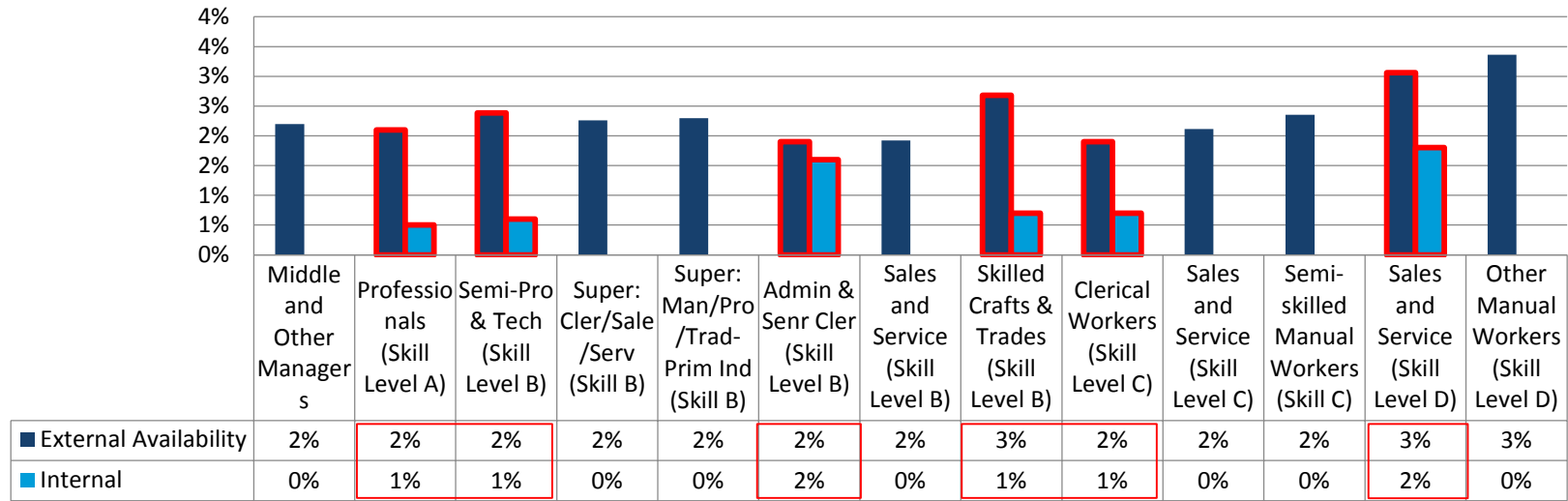
Gap Analysis & Representation Rates of Designated Groups

In the figures and charts below, areas where under-representation exists have been highlighted using a red outline.

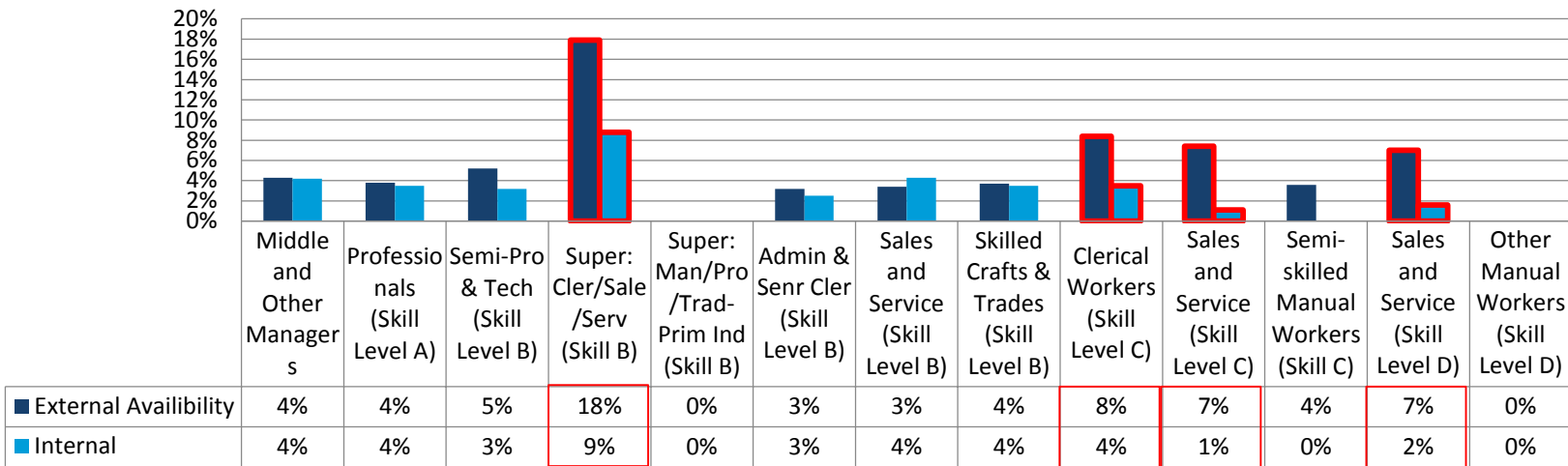
Admin Staff Full Time (Union)



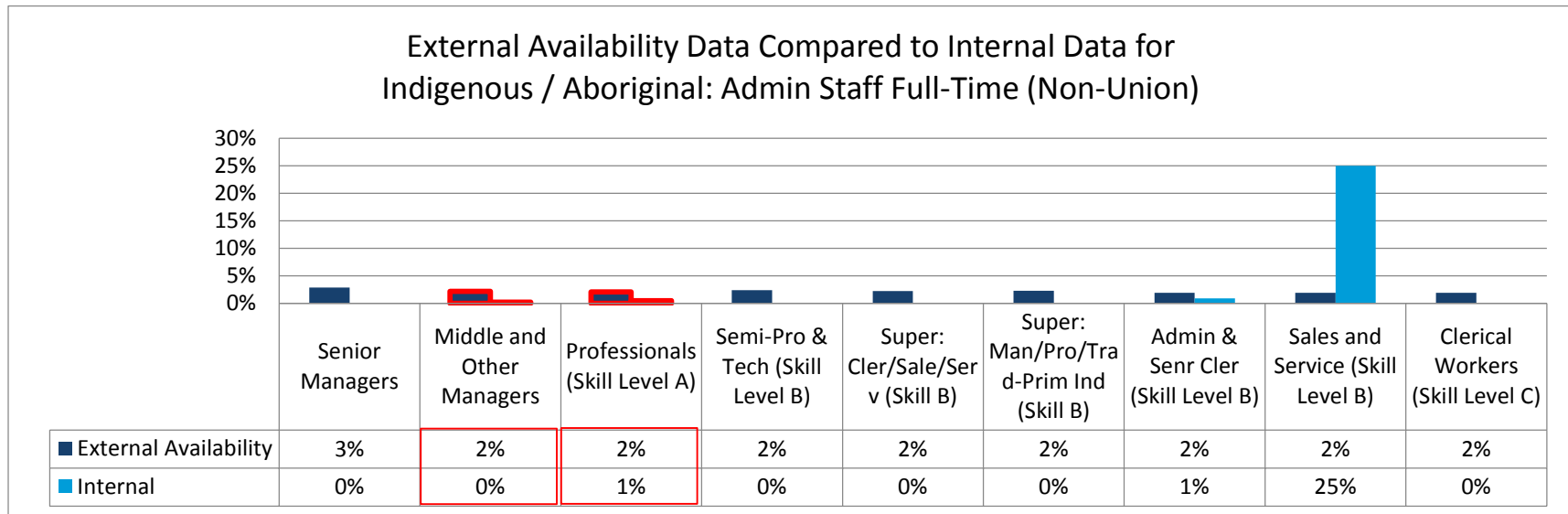
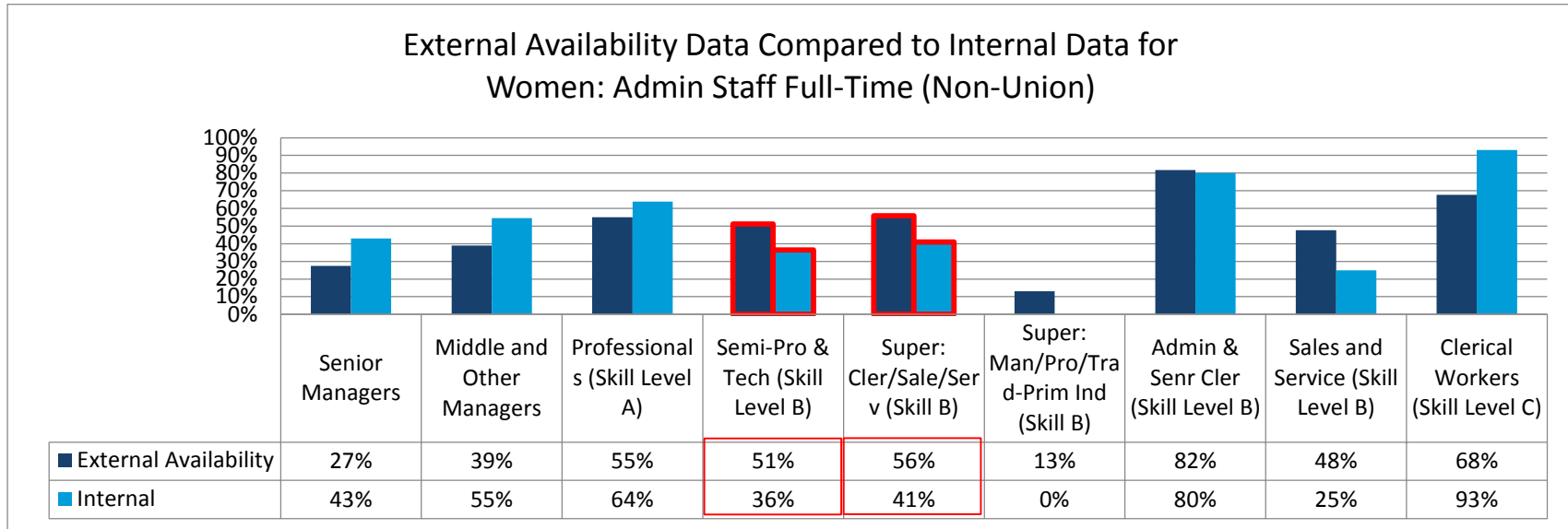
External Availability Data Compared to Internal Data for Indigenous / Aboriginal: Admin Staff Full-Time (Union)



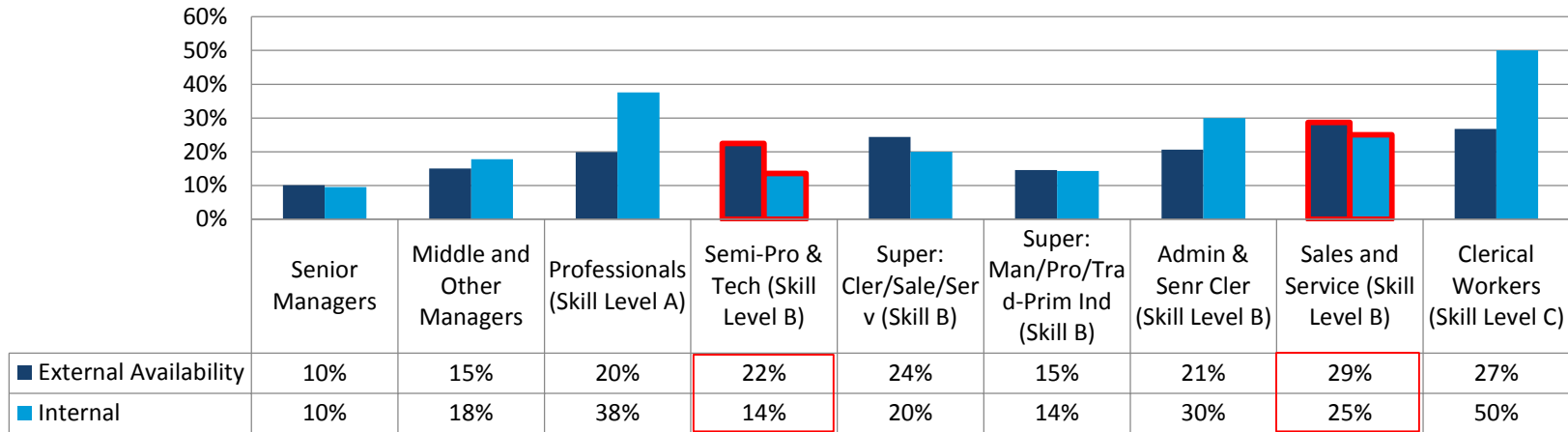
External Availability Data Compared to Internal Data for Persons with Disabilities: Admin Staff Full-Time (Union)



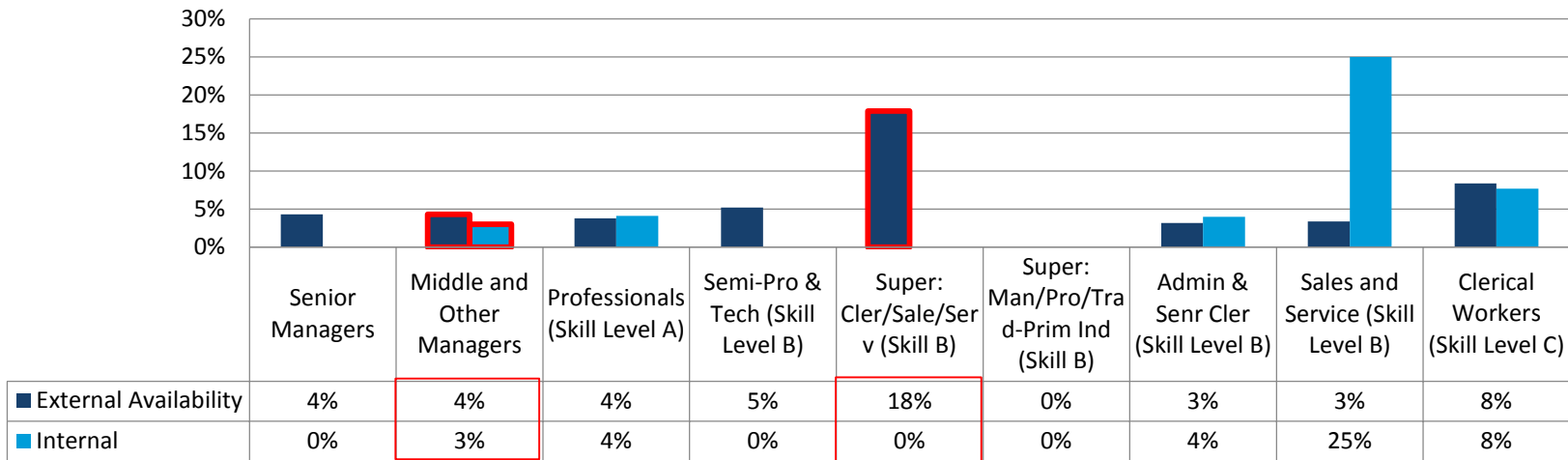
Admin Staff Full Time (Non-Union)



External Availability Data Compared to Internal Data for Racialized Persons: Admin Staff Full-Time (Non-Union)

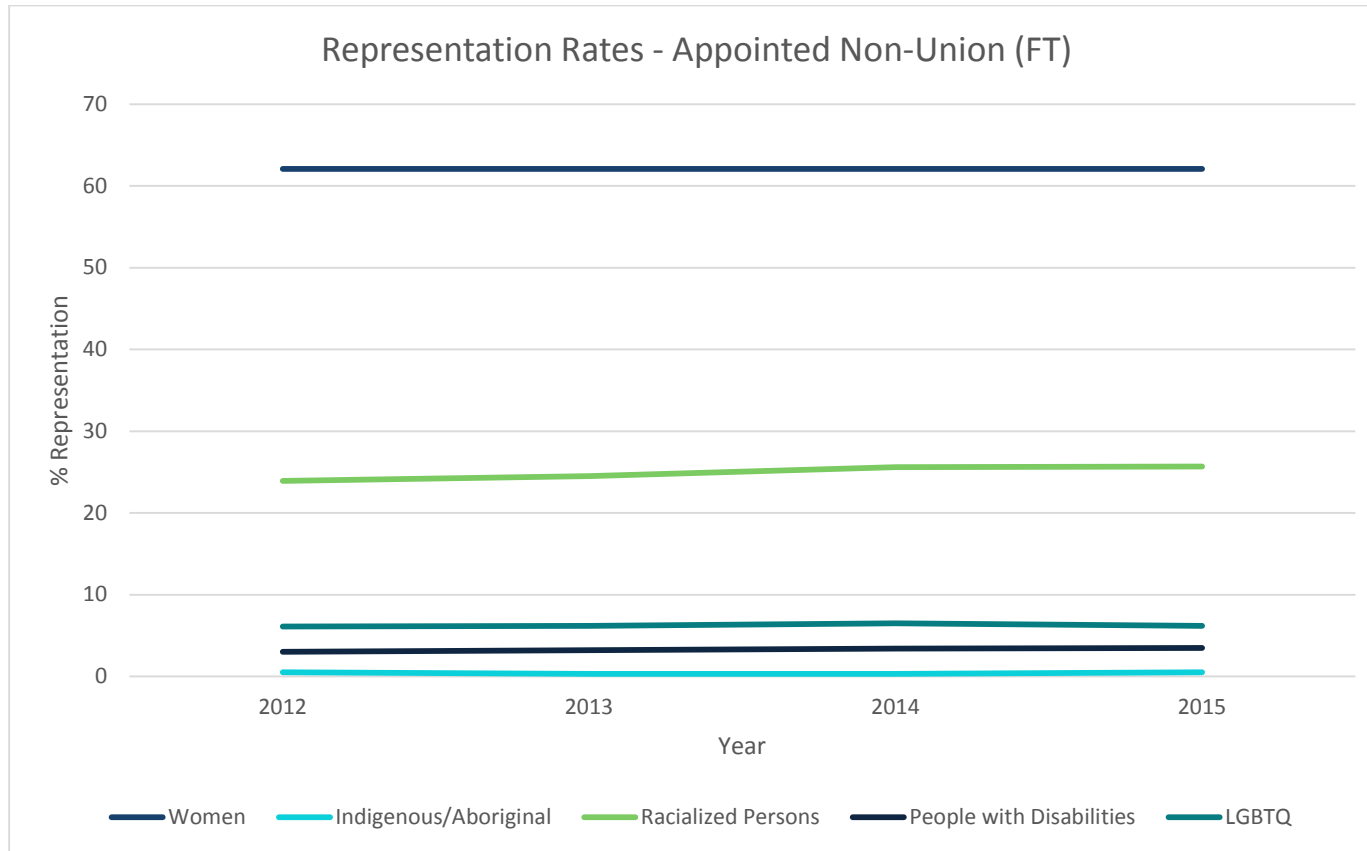


External Availability Data Compared to Internal Data for Persons with Disabilities: Admin Staff Full-Time (Non-Union)

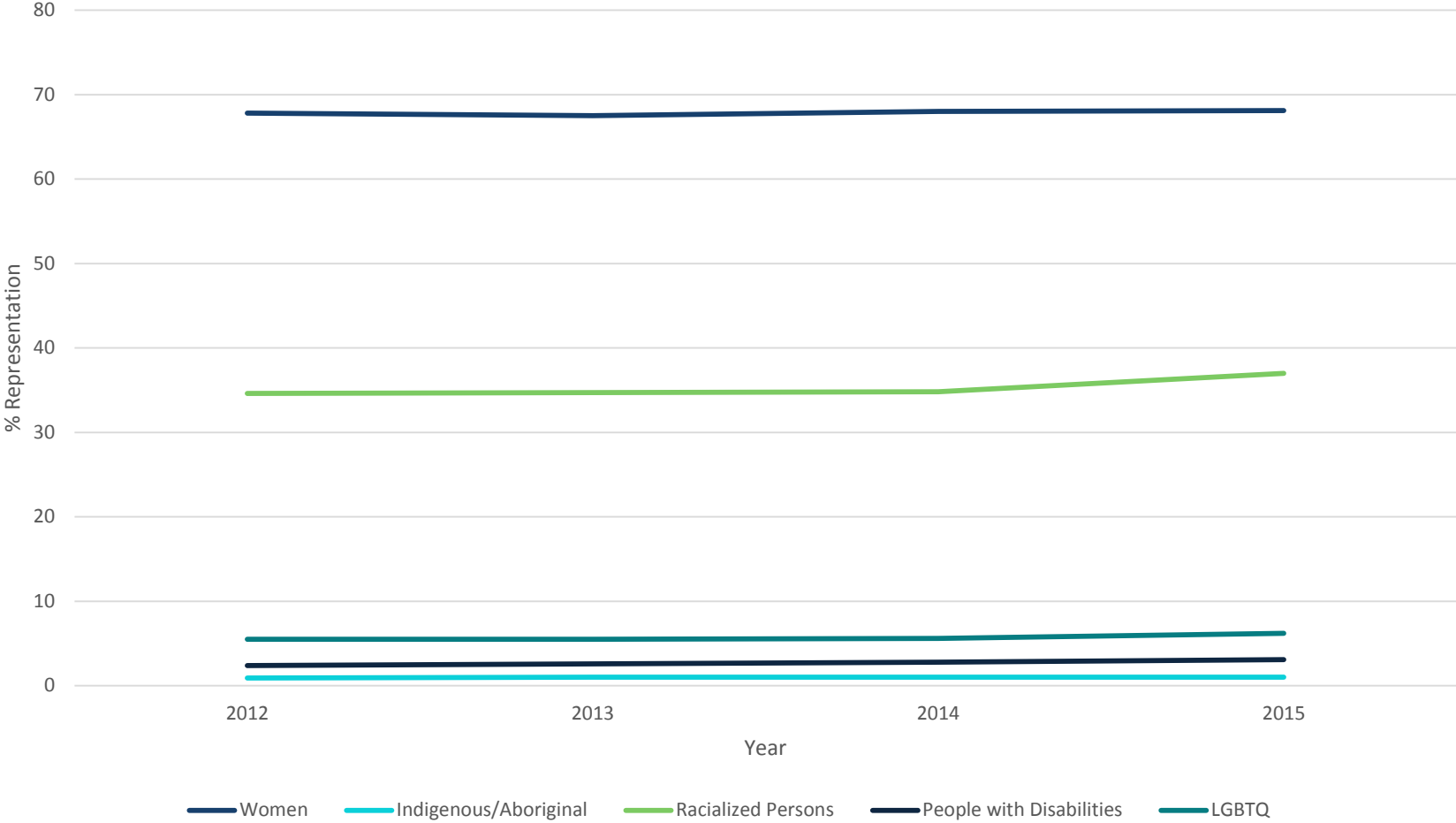


Appointed Non-Faculty (Full-Time) – Representation Rates

Representation rates for each of the designated groups has remained constant over the past 4 years amongst full-time staff for both excluded and USW positions.



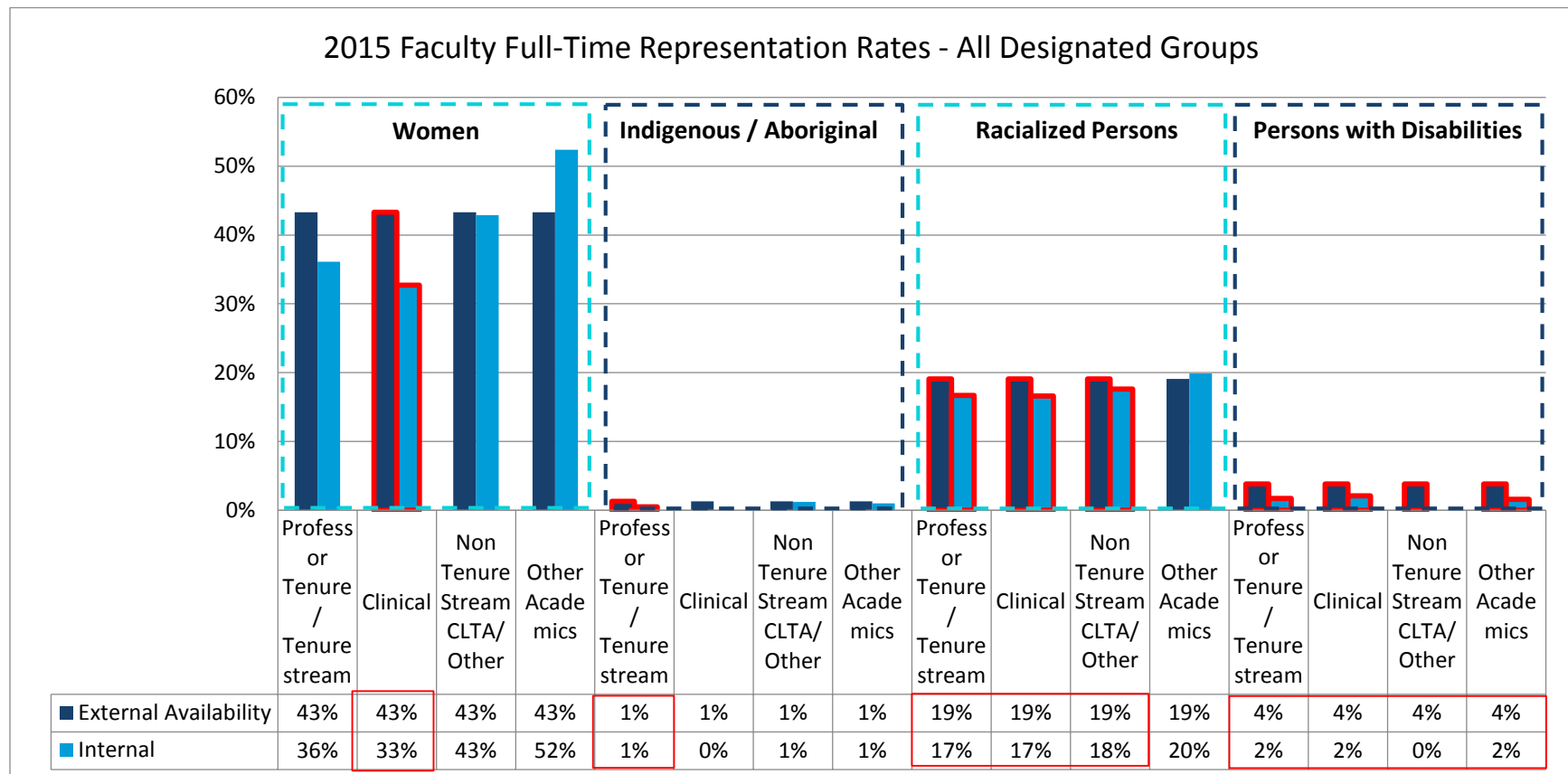
Representation Rates - Appointed USW (FT)



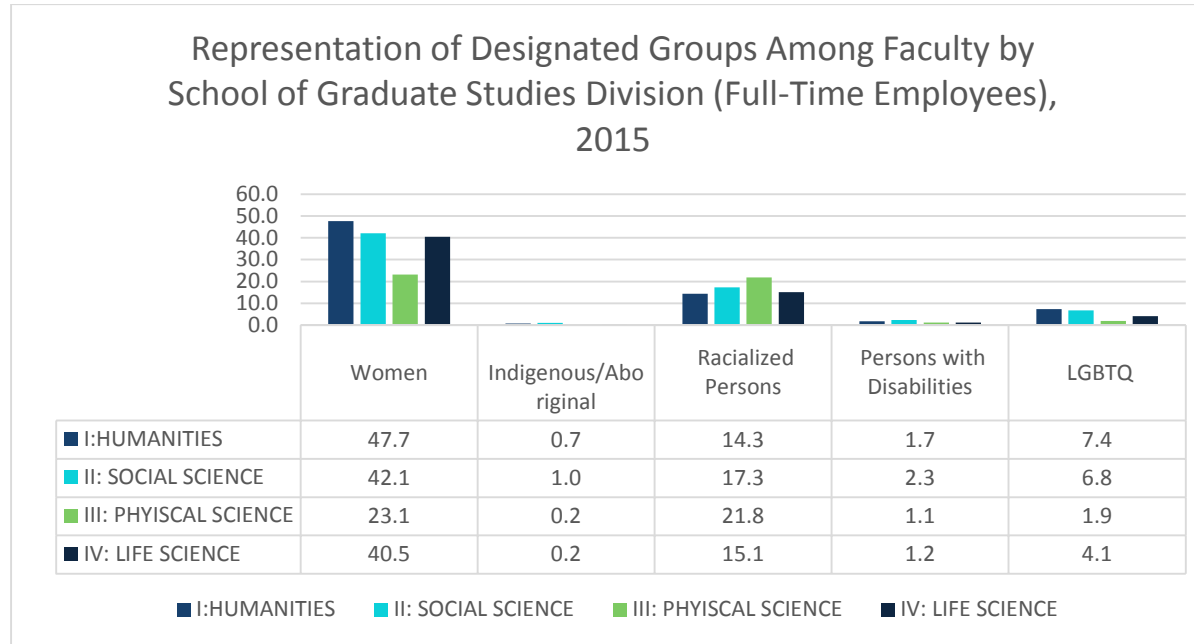
Faculty Full-Time

As at September 30, 2015, the University of Toronto had 3,372 full and part-time academic staff (including faculty, professional librarians and appointed clinical staff members).

When reviewing this information, it is important to note that the external availability data is based on the 2006 Canadian census, the Participation Activity Level Survey (PALS) 2006, and the Canadian Survey on Disability (CSD). This data is limited to the Canadian workforce with the minimum qualifications to be a candidate for a position in a particular occupational group only. The University competes for talent with the highest ranked academic institutions in the world, attracting the best and brightest minds from around the globe. A true (but unquantifiable) external availability pool for faculty at the University of Toronto is global.

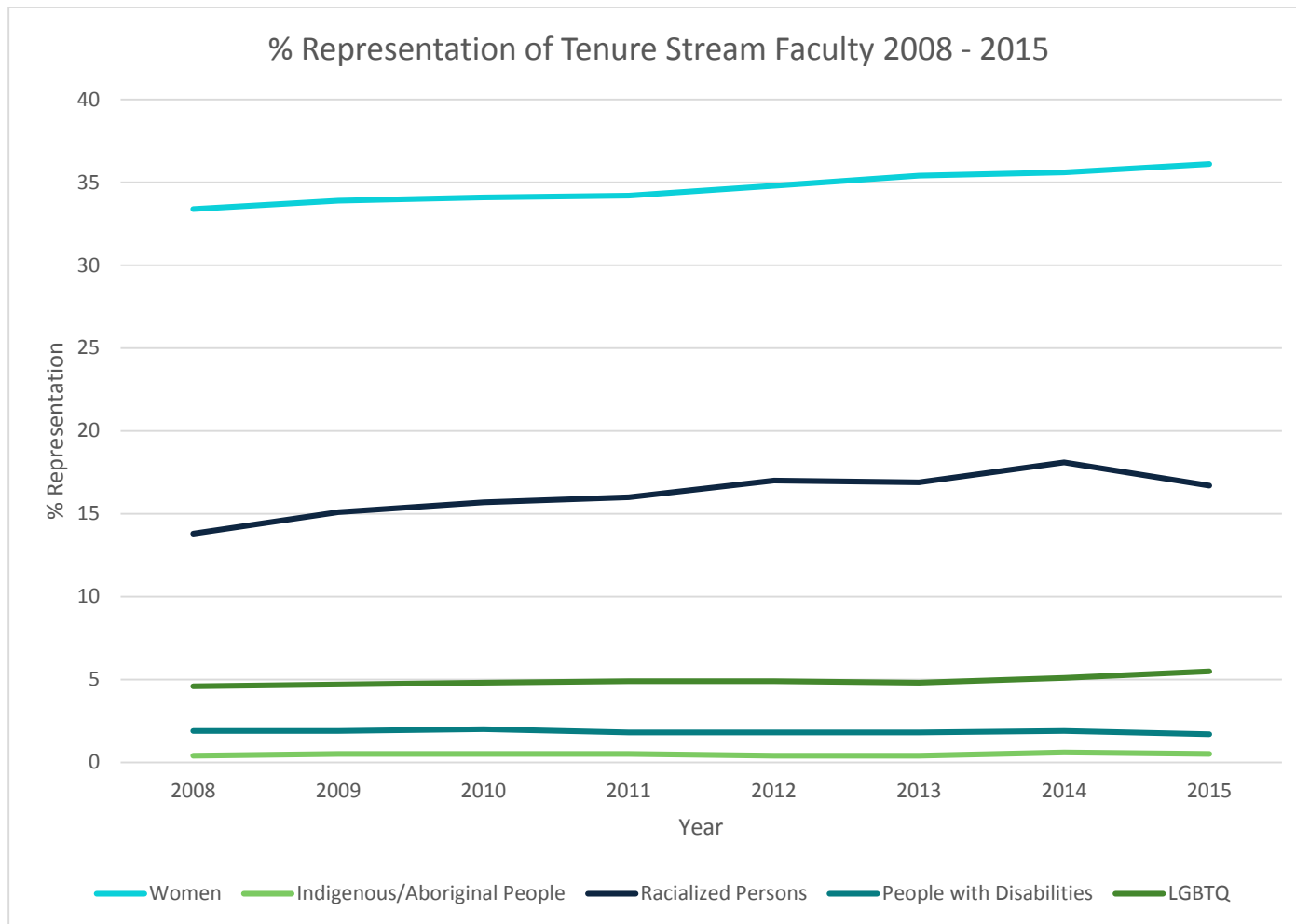


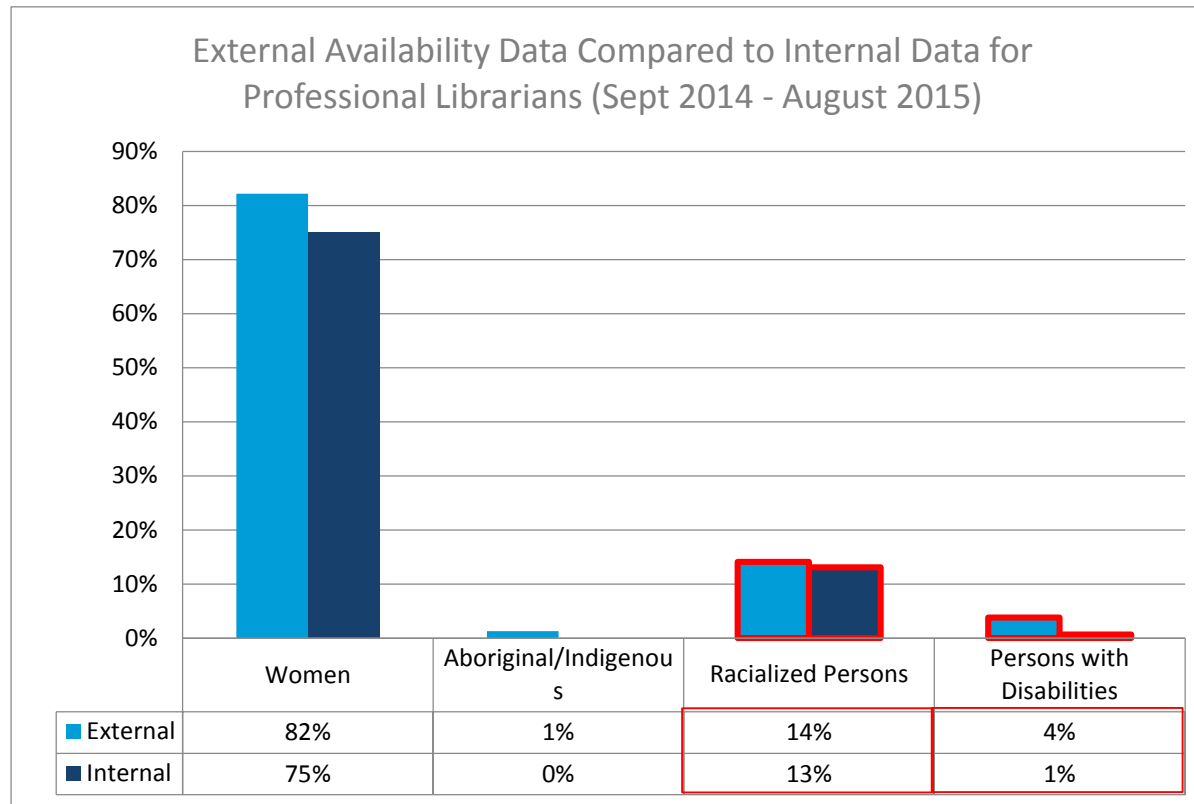
On a more granular level, the data by School of Graduate Studies (SGS) division for full-time faculty shows the current representation rate by field of study. Representation of women increased in all fields, with the exception of Life Sciences, where the figure was unchanged. Indigenous/Aboriginal people increased in Humanities, Social Science, and Life Science, and remained steady in Physical Sciences. Representation of racialized persons decreased in every field except Physical Science, where it remained unchanged. Persons with disabilities decreased in every field. Representation of LGBTQ persons increased in Social Science, but decreased in all other fields.



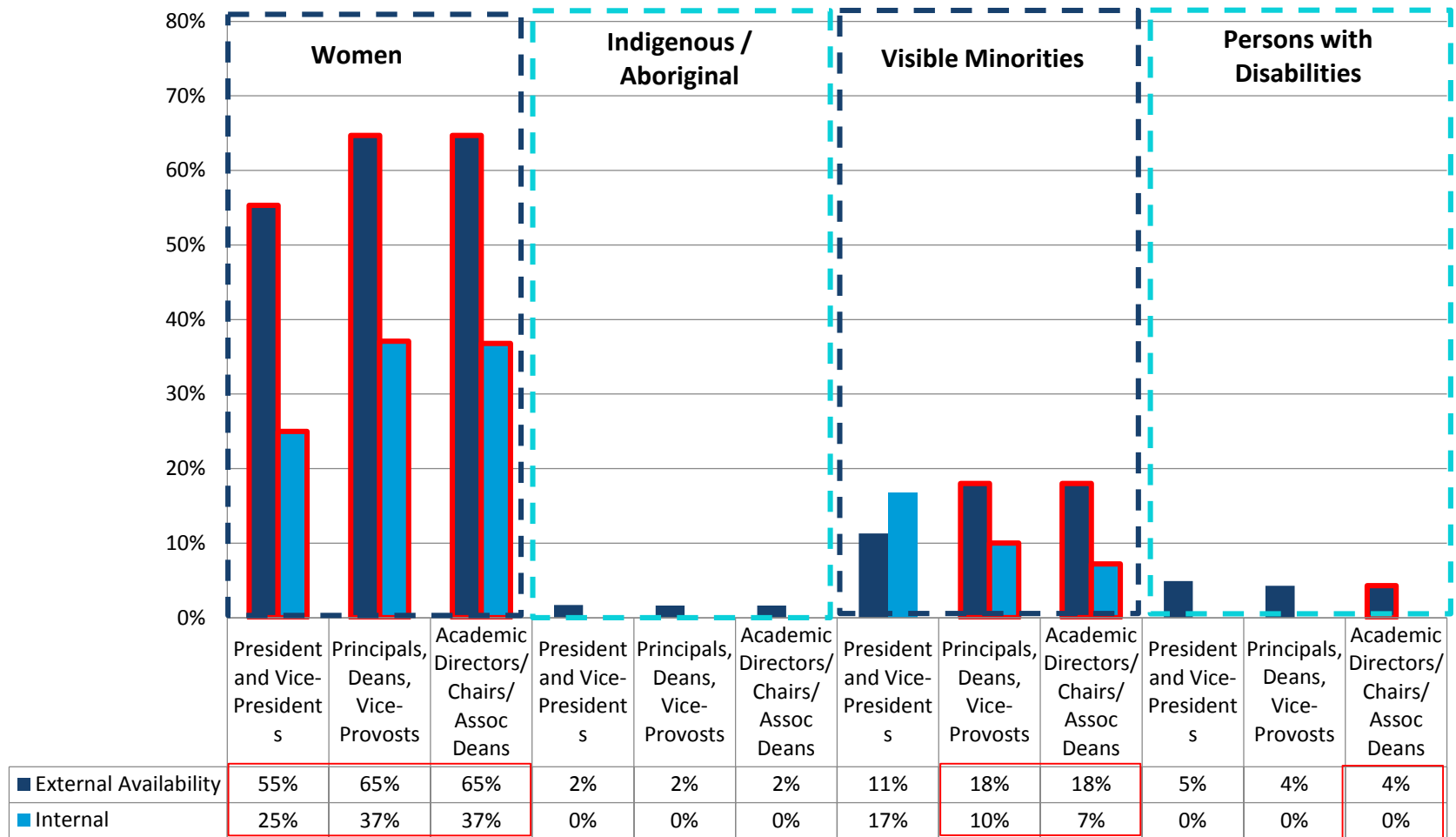
Tenure Stream Faculty

The figure below shows a gradual increase since 2008 in the representation of women among tenure stream faculty. Representation of racialized persons fell slightly in 2015, while representation of indigenous/aboriginal persons, persons with disabilities, and LGBTQ among tenure stream faculty has remained relatively constant.





External Availability Data Compared to Internal Data for Academic Administrators
(September 2014 - August 2015)



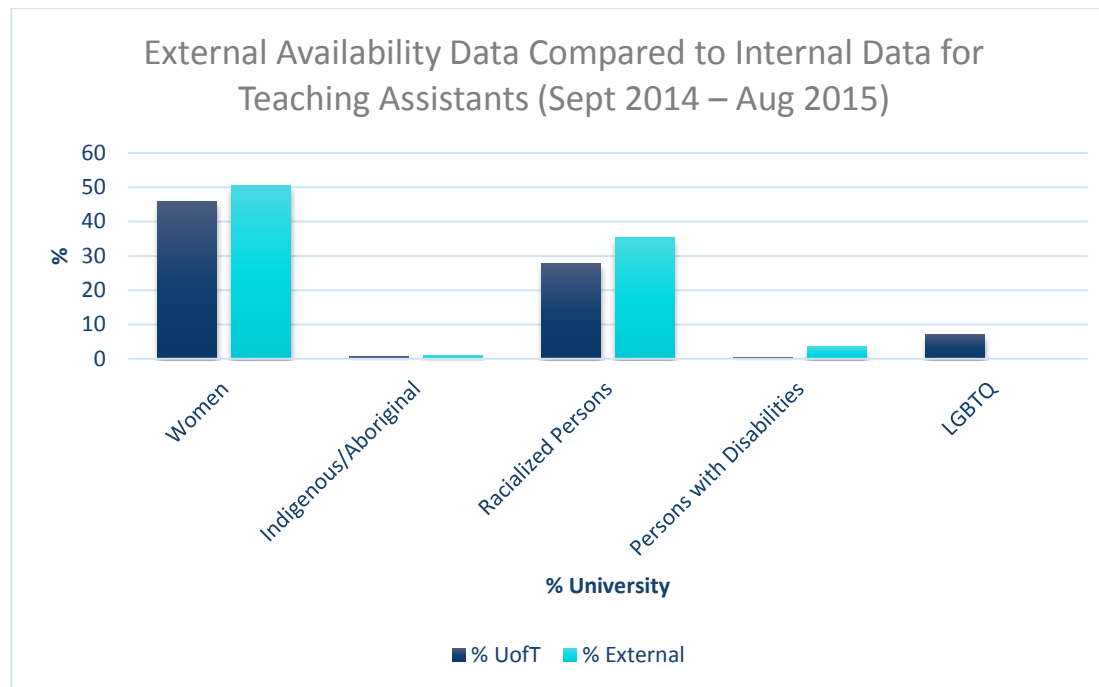
Teaching Assistants (CUPE 3902, Unit 1)

The University has administered the Employment Equity Survey to teaching assistants since 2010. The number of teaching assistants increased slightly from 6,449 to 6,754 for the period September 1, 2014 and August 31, 2015.

Members of this bargaining unit are all registered graduate students of the University of Toronto or postdoctoral fellows. Because of the linkage to graduate studies, the composition of the workforce is influenced by the availability of internal and external scholarship funding, a nuance which is not present in any other employee group. This bargaining unit continues to be comprised of 46% women (no change from 2013-2014 data). The number of respondents who identified in all other designated groups is down slightly from the previous year.

The return rate increased from 48% last year to 59%. The increase may be in part attributed to the re-launch of the new Employee Self-Service in the summer of 2015, which prompted users to update their existing employment equity survey. The rate of completion also increased from 29% to 37%, a 12% increase over last year.

The University remains ahead of, or on par with, external data for all designated groups except LGBTQ.

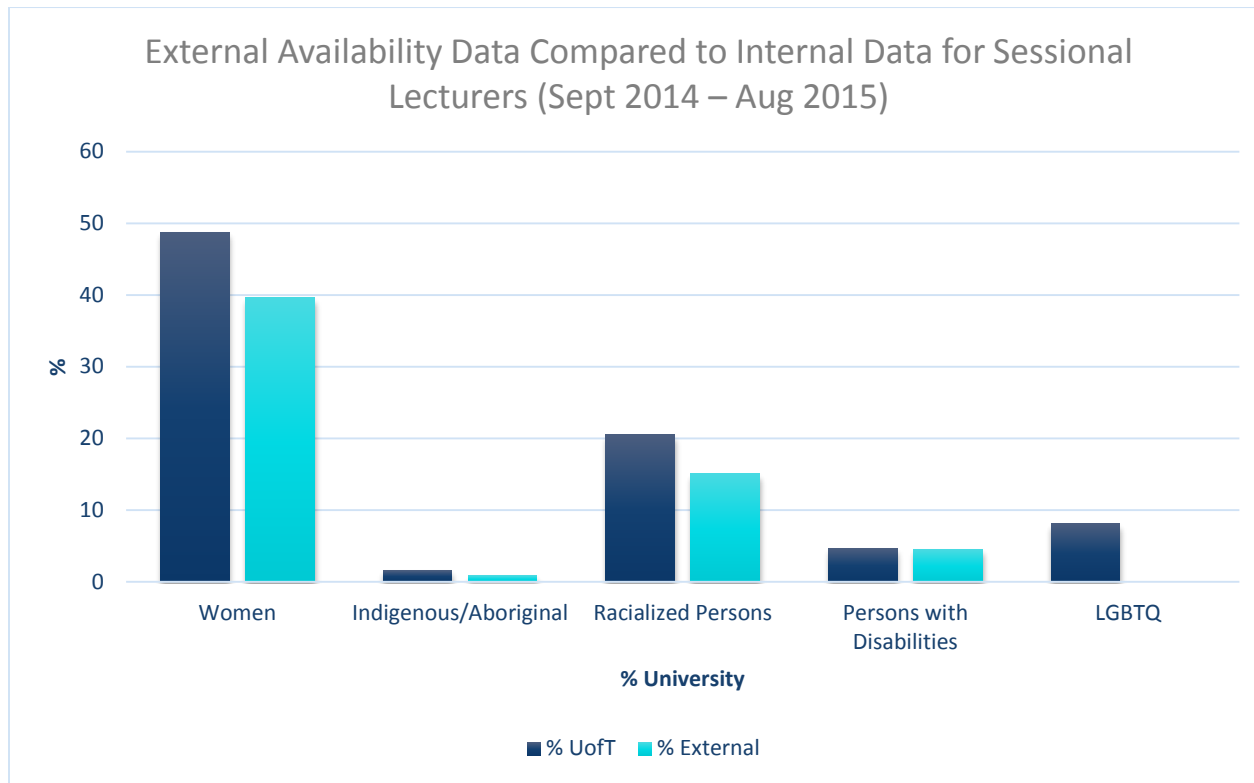


Sessional Lecturers (CUPE 3902, Unit 3)

The CUPE 3902 Unit 3 bargaining unit (“Unit 3”) is comprised of Sessional Lecturers, Sessional Instructional Assistants, Writing Instructors and Music Professionals. The size of the bargaining unit decreased from September 1, 2014 to August 31, 2015 relative to the previous year (i.e. decrease from 1402 to 1390 employees). This group has had access to the Employment Equity Survey since 2013.

The proportion of this unit who are women is unchanged at 49%. There were slight increases in representation rates for all other designated groups relative to the previous year’s report.

The return rate for this year increased from 32.5% to 46%, while the completion rate increased from 27% to 35%. These increases are likely due to the re-launch of ESS, which prompted users to update their employment equity survey responses.



Appendix D: Recruitment Data

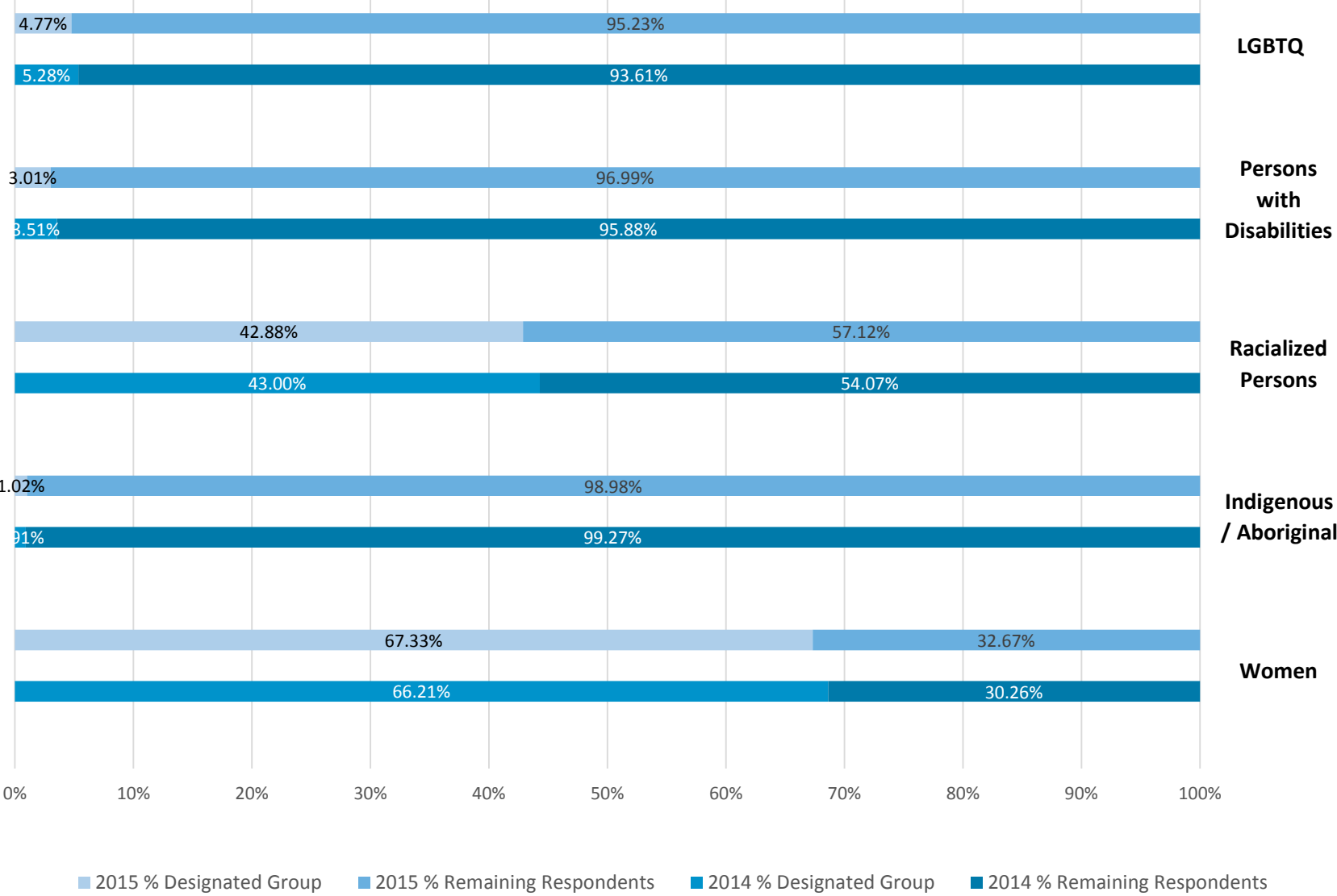
In addition to the employment equity survey launched to the University's workforce, the University's online application system (Taleo) includes a confidential, optional survey available to all applicants. The data below is based on those applicants who chose to complete the survey. The data was captured during the period October 1, 2014 to September 30, 2015.

Administrative Non-Faculty Recruitment Data

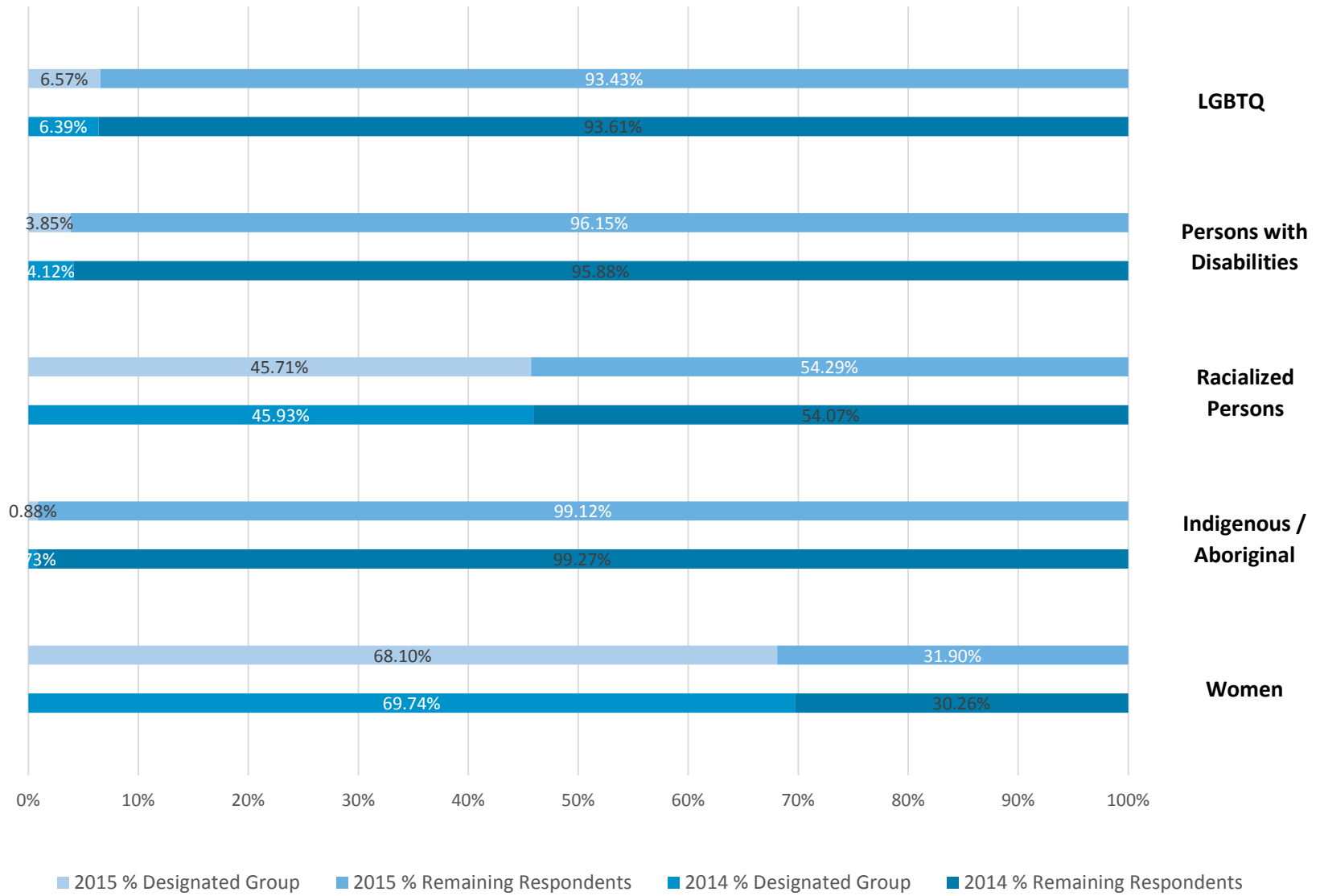
The data below reflect the percentage of applicants who opted to complete the survey and subsequently identified in one or more of the designated groups. For example, 68% of those applicants who completed the voluntary survey identified as women, while 45.7% of respondents identified as a racialized person. Applicants were able to identify in any or all of the designated groups. The proportions in each of the designated groups for both unionized and non-unionized applicants remained similar to the data from 2014.

Applicant Pools

Applicant Pool - Appointed Excluded Positions

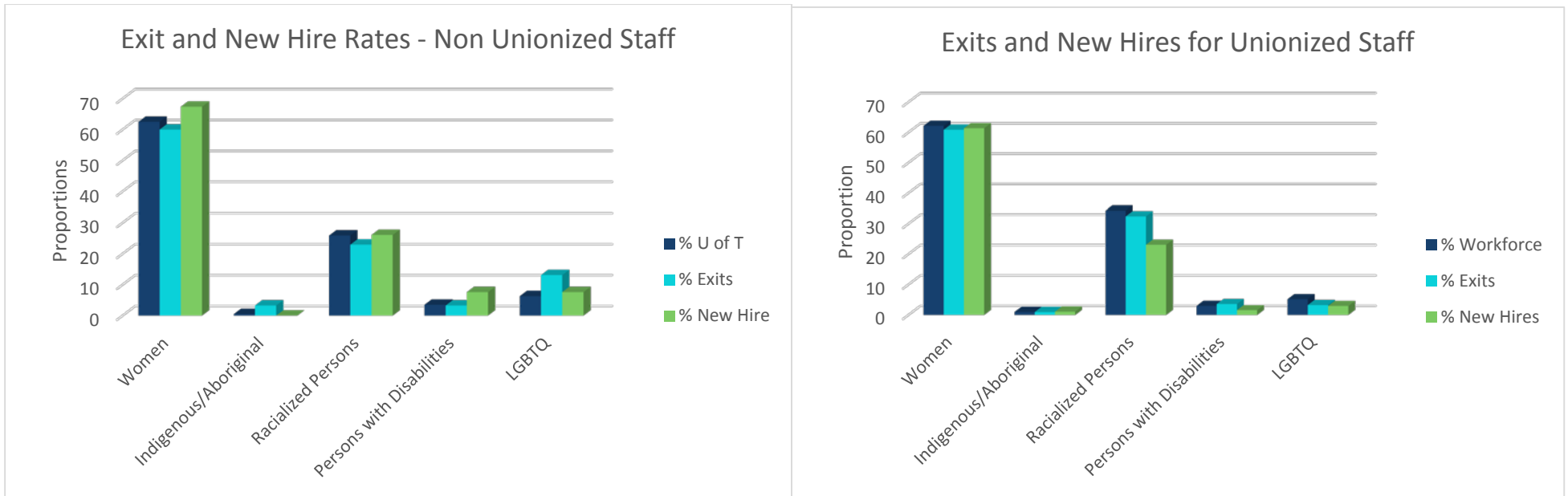


Applicant Pool - Appointed USW Positions



Exit and New Hire Rates

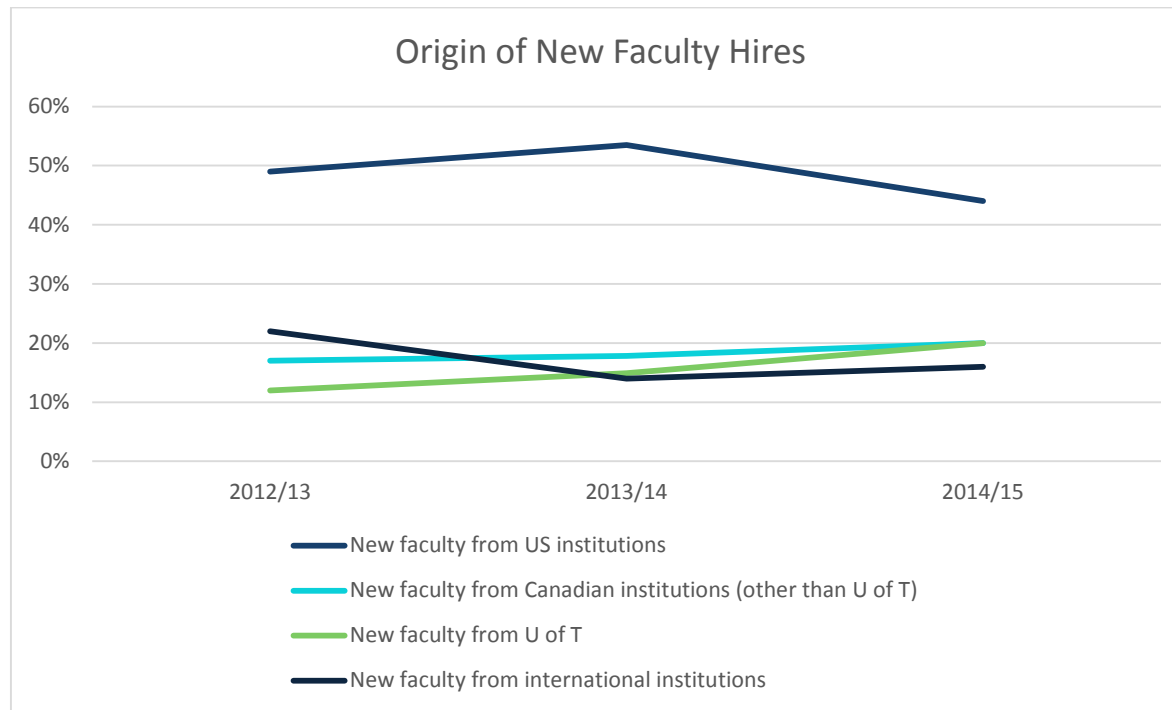
The rate of entry of members of the designated groups exceeding exit rates of these groups will ultimately result in increased representation rates. This is the case for women and racialized persons amongst non-unionized staff. For all other groups amongst both unionized and non-unionized staff, the rates for new hires are either equal to, or slightly below, that of exists amongst the designated groups.



Faculty Recruitment Data

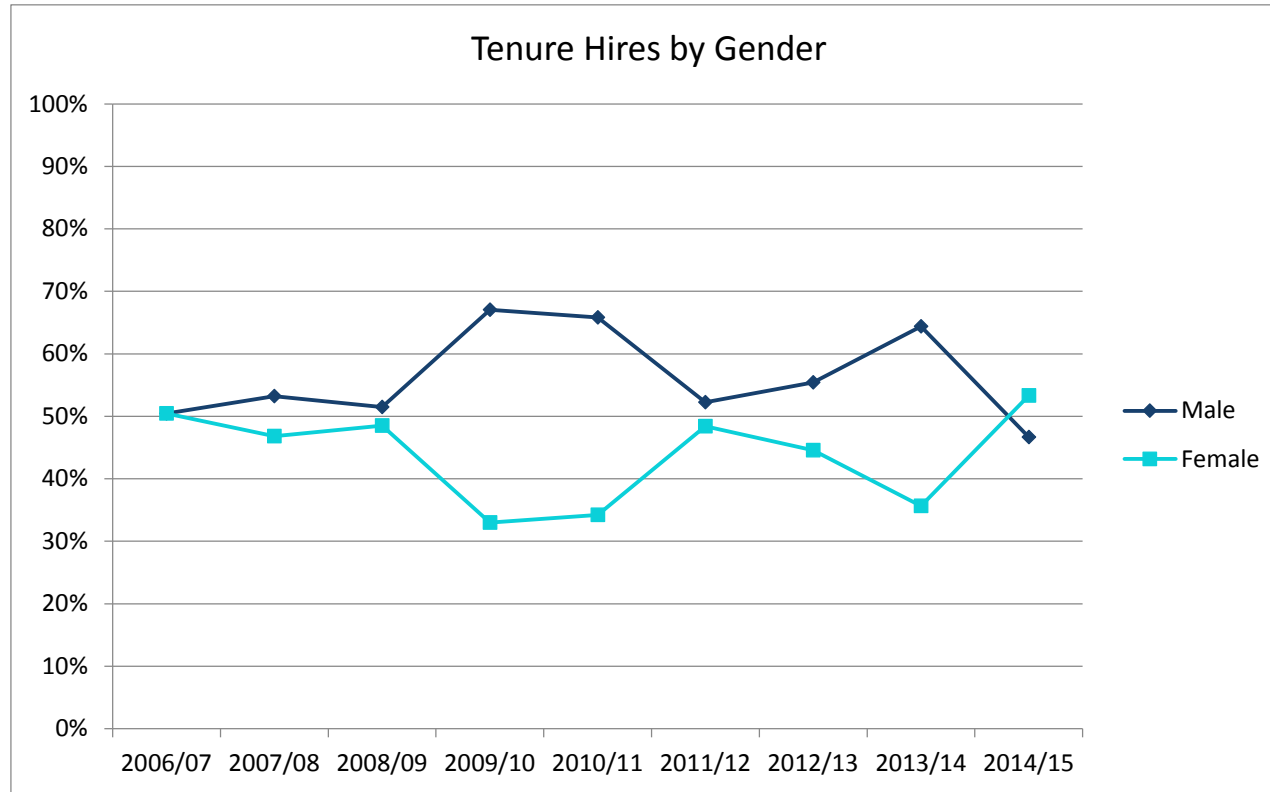
Origin of New Hires

The University continues to recruit globally for the best candidates for tenure-stream positions. The origin of new hires is determined in two ways. For assistant and associate professors, it is the location of the institution that granted their PhD. For full professors it is determined by the institution where they were previously employed. This may not necessarily represent the nationality or citizenship of the individual hired. The figure below shows a decrease in the number of new faculty hired from US institutions, while hires from other institutions increased slightly.

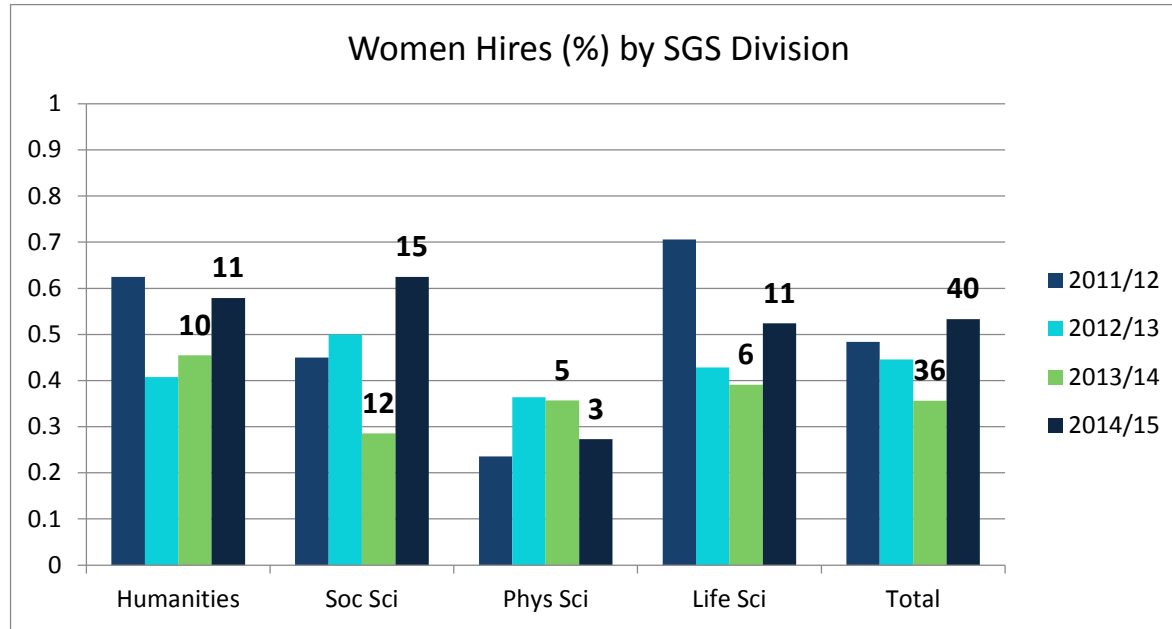


New Hires by Gender

For the first time in 10 years, the number of female tenure-stream appointments exceeded male tenure-stream appointments.



Reviewing the data by SGS division shows this increase reflected in all SGS divisions, with the exception of Physical Sciences, where the % of women hired decreased slightly over last year.

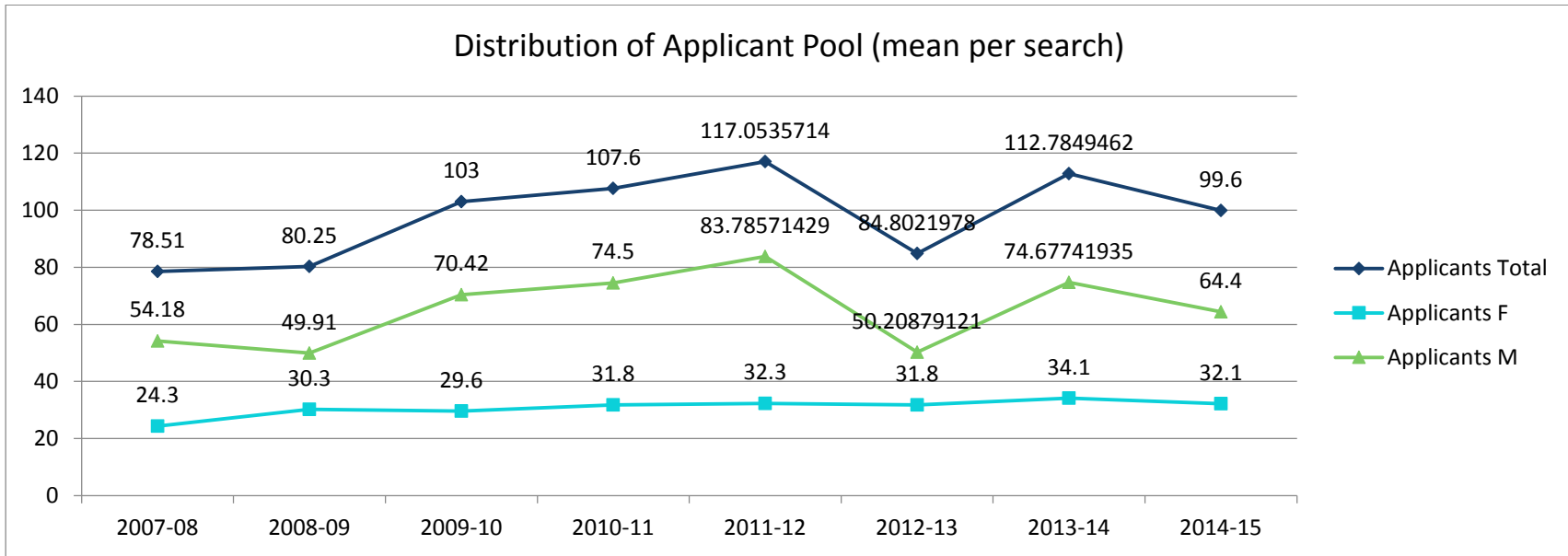


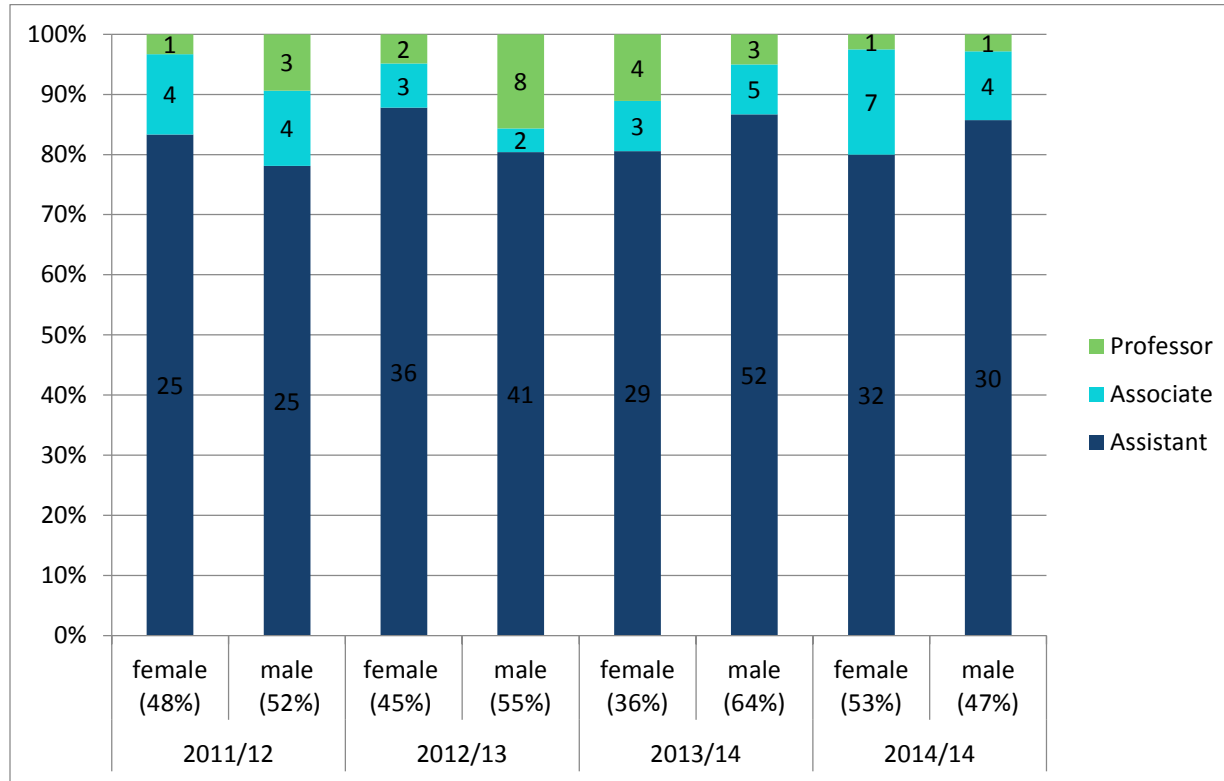
Applicant Pools

The overall number of searches decreased from 93 to 89, with the corresponding number of hires decreasing from 83 to 74. The percentage of acceptances was consistent at 76% (i.e. of the 97 offers extended this year, 74 acceptances were noted). Information provided by hiring departments and data from the University's online applicant tracking system were used for the analysis below, including statistics for all searches which resulted in an offer. Note that searches resulting in multiple offerse from one applicant pool are only counted once.

| | Total | Female | Male |
|----------------------------|-------|--------|------|
| Applications | 8987 | 2893 | 5796 |
| Interview/Shortlist | 386 | 157 | 229 |
| Offer | 97 | 47 | 50 |
| Accept | 74 | 39 | 35 |
| Decline | 23 | 8 | 15 |

The number of applicants per search decreased overall from 112.8 to 99.6 this year, and the proportion of women interviewed increased from 30.3% to 32.2%, an increase reflected in the proportion of women hired as noted above.



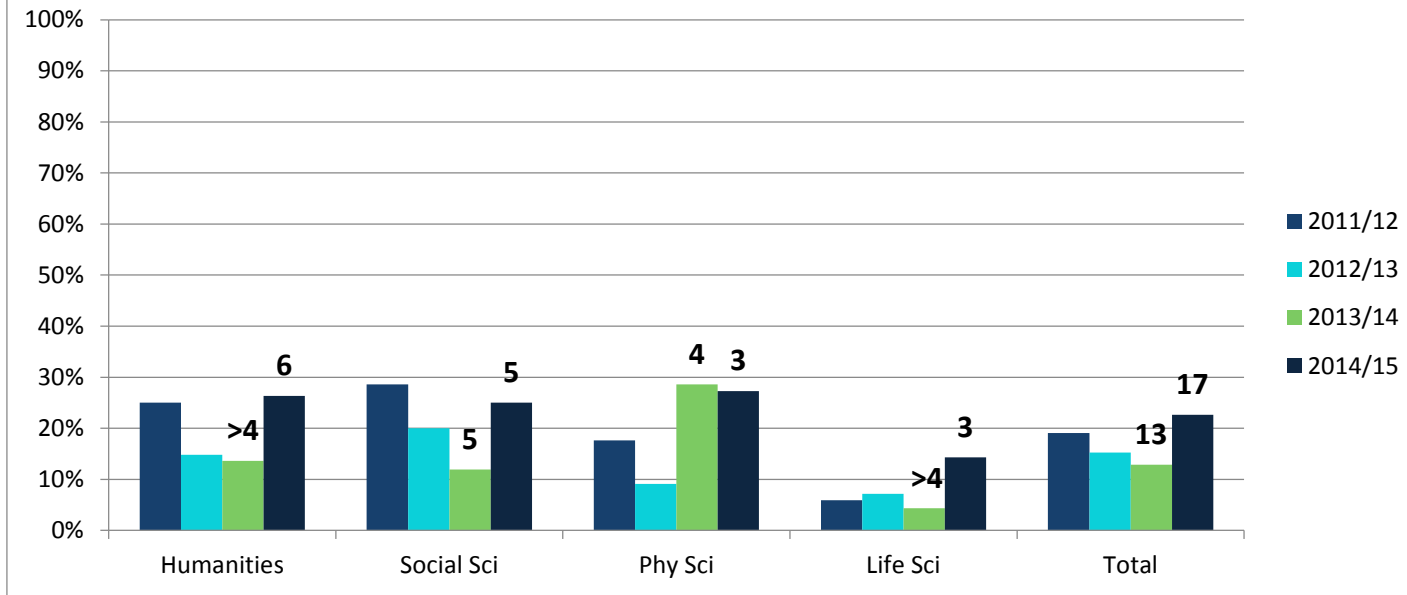


New Hires – Racialized Persons

Where possible, data is collected during the search process on the representation of visible minorities in the applicant pool. The University’s online application system asks all applicants to complete the voluntary diversity survey and aggregate data on the composition of the applicant pool is sent to the hiring department after the closing date of the search.

Similar to previous years, many applicants choose not to answer the question about visible minority status, though they are willing to answer the other questions on the survey. The chair of each search committee also provides statistics about the candidates interviewed and is asked to try to determine the employment equity status of these applicants for the search report. The chair’s search report data is shown in below. In 2014 / 2015, 17 visible minority faculty were hired in the tenure stream. This represents a 10% increase from 13% to 23% of all hires over the previous year, with the largest increases found in the Humanities and Social Sciences.

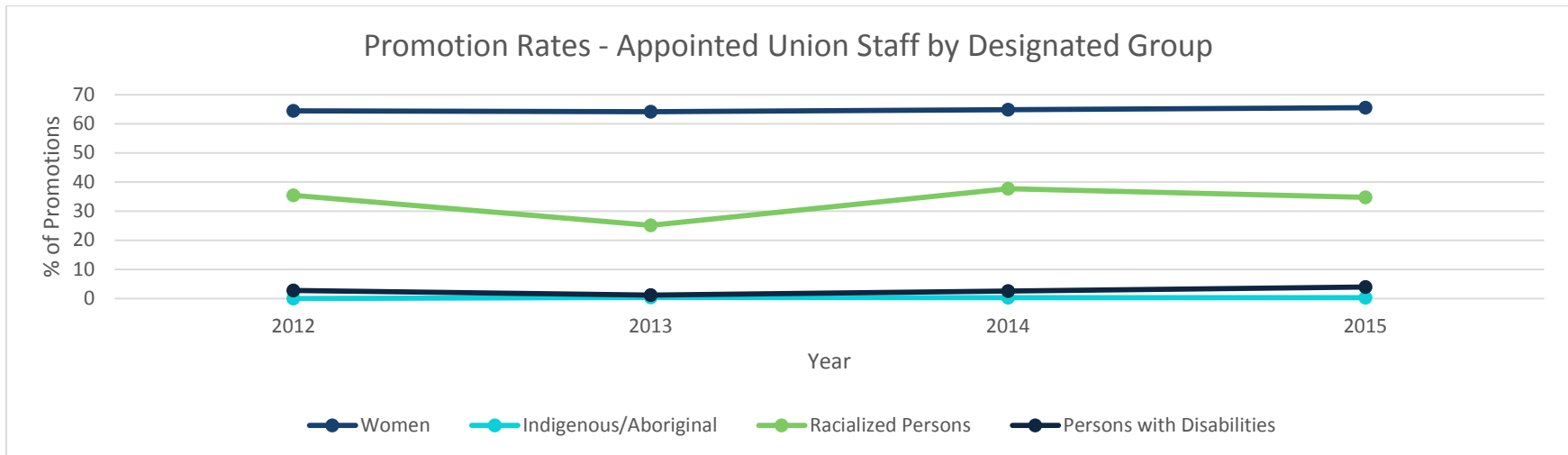
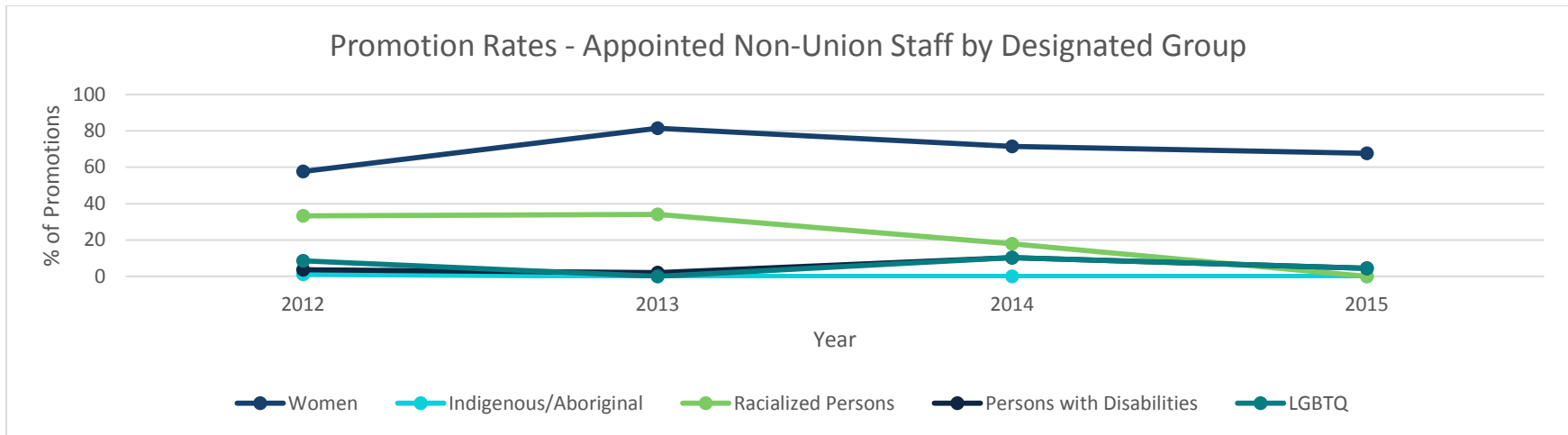
% Visible Minority Tenure Hires by Graduate Division



Appendix E: Promotion Data

Administrative Non-Faculty Promotion Data

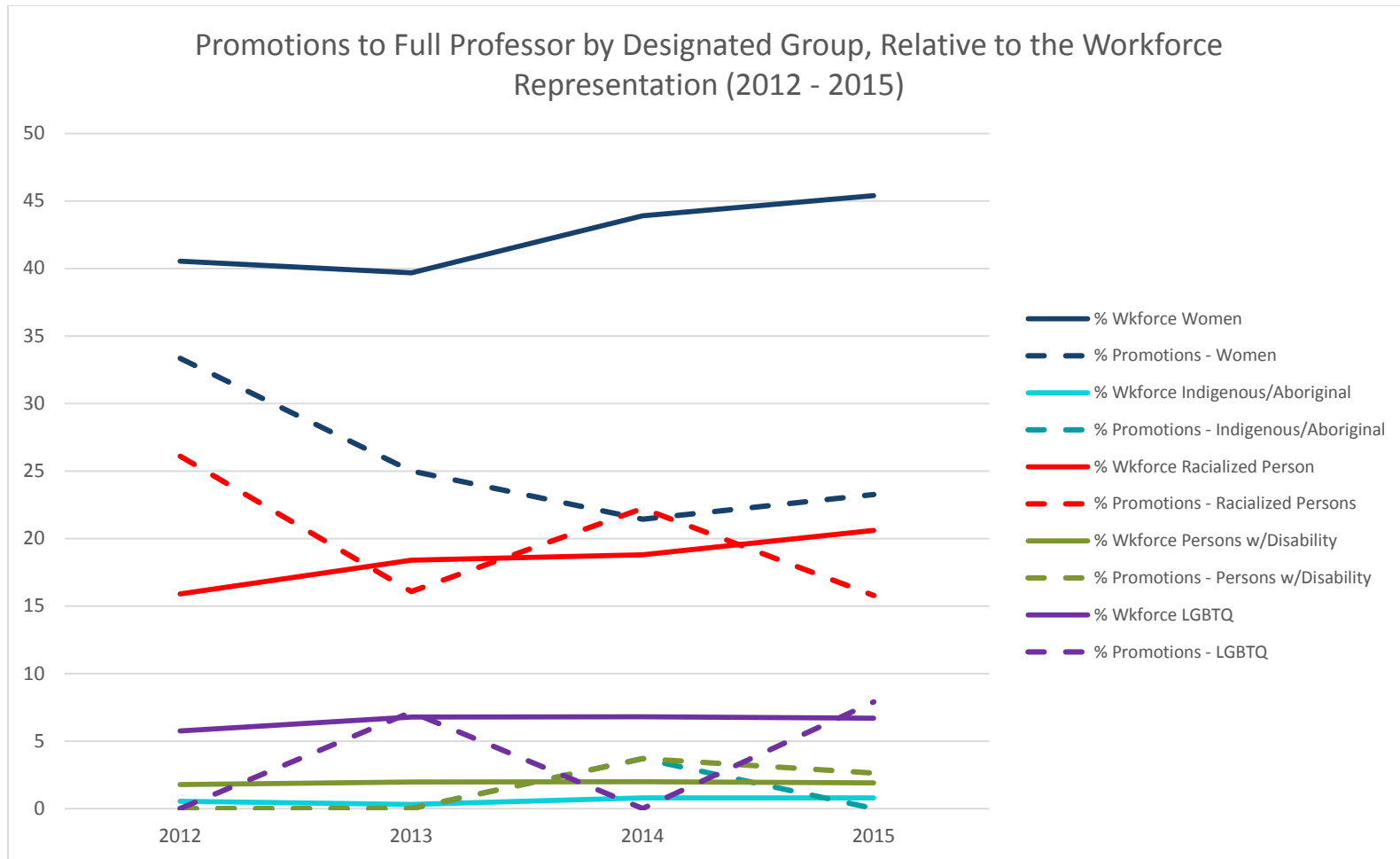
For both union and non-union staff, promotion rates amongst the designated groups remained relatively unchanged from the previous year, with the exception of promotions amongst racialized persons in excluded positions. This group saw a decrease in its promotion rate from the previous year.



Faculty Promotion Data

The overall number of promotions increased by 54% from 28 to 43 this year for promotions to full professor. The proportion of women and LGBTQ faculty promoted to full professor increased relative to the previous year, whereas promotions in all other designated groups declined.

There were a total of 6 promotions to full professor this year amongst clinical faculty, of which 66.7% were women, and 40% were racialized persons. There were no promotions amongst clinical faculty of indigenous/aboriginal person, persons with disabilities, or racialized groups.



Appendix E – Training and Development

The University offers training and development for appointed employees through its Organizational and Learning Development Centre. Attendees at each session are provided with an optional survey which includes capture of equity data. The table below indicates the proportion of the # of days of training utilized by each of the designated groups, relative to the representation rate of that group within the University’s workforce. Note that the % of days training is not related to unique individuals (i.e. a single respondent may have utilized all the training days allocated to any one of the groups below).

| Designated Group – All Unionized Staff | % Days Training | % University Workforce |
|--|-----------------|------------------------|
| Women | 85.15 | 62.20 |
| Indigenous/Aboriginal | 0.45 | 1.00 |
| Racialized Persons | 26.98 | 34.30 |
| Persons with Disabilities | 2.57 | 3.00 |
| LGBTQ | 4.43 | 5.20 |

| Designated Groups – All Non-Union Staff | % Days Training | % University Workforce |
|---|-----------------|------------------------|
| Women | 81.17 | 62.5 |
| Indigenous/Aboriginal | 0.09 | 0.50 |
| Racialized Persons | 35.34 | 25.90 |
| Persons with Disabilities | 2.85 | 3.50 |
| LGBTQ | 3.72 | 6.30 |