

# Employment Equity Survey Updates

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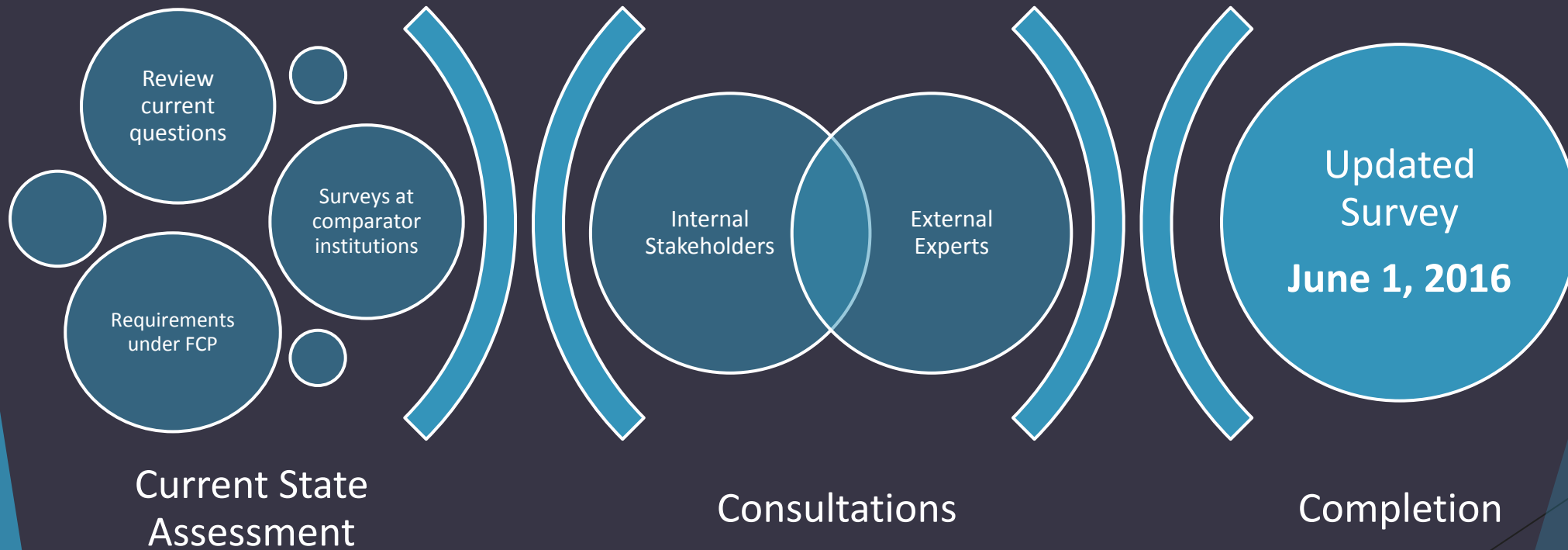
# Employment Equity Survey

- ▶ Allows analysis of workforce composition
- ▶ Compares U of T's composition to external market data from Statistics Canada
  - ▶ Provides basis to develop programs & initiatives to support diversification of employee population
- ▶ Follow the principles set out in the Federal Contractor's Program
- ▶ Accessible via Employee Self-Serve to all appointed and non-appointed employees
- ▶ Voluntary and confidential

# Evolution of the Survey



# Phases in Updating the Survey



# Key Changes – Structure & Terminology

## Current Questions

- ▶ Able to skip questions
- ▶ “I am”
- ▶ “Aboriginal”
- ▶ “visible minority”
- ▶ “sexual minority”
- ▶ Sex/gender/gender identity amalgamated into 1 question

## Updated Questions

- ▶ Must proactively action (including decline) each question
- ▶ “I identify as” (incl. free-form text)
- ▶ “Indigenous/Aboriginal”
- ▶ “racialized person/person of colour”
- ▶ “LGBTQ”
- ▶ Better delineation between gender, gender identity, & sexual orientation

# Additional Questions & Categories

- ▶ Expansion of categories under *gender/gender identity*
- ▶ *Sexual orientation*
- ▶ *Additional question visible vs non-visible disability*
  - ▶ Previously asked only if considered a person with a disability
- ▶ *Race & ethnicity*
  - ▶ Previously asked only if member of “visible minority”
  - ▶ Lacked sufficient information to identify racial or ethnic groups requiring additional outreach

