



UNIVERSITY OF  
**TORONTO**

HUMAN RESOURCES & EQUITY

# Employment Equity

Toward Integrated Equity, Diversity & Inclusion

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# The Report

## Purpose

Used to inform recruitment, staffing and inclusion strategies that work to ensure the University is representative of its diverse community

## Survey

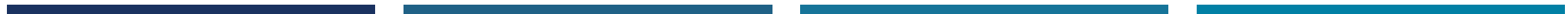
- Snapshot of our community as at July 31, 2018
- Respondents may choose to answer all or select questions, select more than one answer, and update their information at any time

## Focus

- Gender identity
- Sexual orientation
- Indigenous / Aboriginal status
- Disabilities (visible & invisible)
- Racialized / persons of colour status
- Ethnocultural identities

## Analysis

- Workforce Analysis (our behaviour and evolving workforce)
- Representation Analysis (our community)
- Intersectional and overlapping identities (community insights)

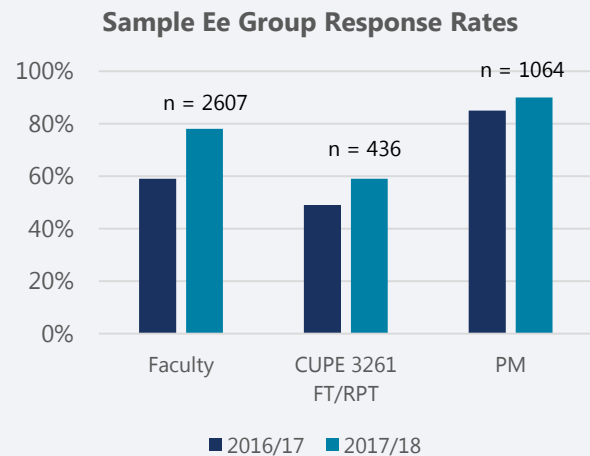


# Response Rate

# 81%

**response rate**

An 11% increase from the previous reporting period



## *NEW* Ethnocultural Identity Delineation for Faculty & Librarians, and Staff

Faculty and staff ethnocultural identity analyses separated



## *NEW* Analyses of Non- Binary Gender Identity, Sexual Orientation

Representation and intersection of non-binary gender identity

Representation rate for sub-categories of sexual orientation

# Highlights

## Labour Market Comparison

### Faculty Labour Market Gaps

Year	# Ees	Gap - Women	Gap - Disability	Gap - Racialized	Gap - Indigenous
2017/18	3,338	118	91	8	-14
2016/17	3,329	90	74	-63	-23

I.e. we have 8 more racialized faculty than Labour Market Data predicts we would have

### Reducing Gap Size

Overall size of gaps for all employee groups for Persons with Disabilities, Racialized/Persons of Colour, Indigenous/Aboriginal Persons has decreased relative to 2016/17

## Representation

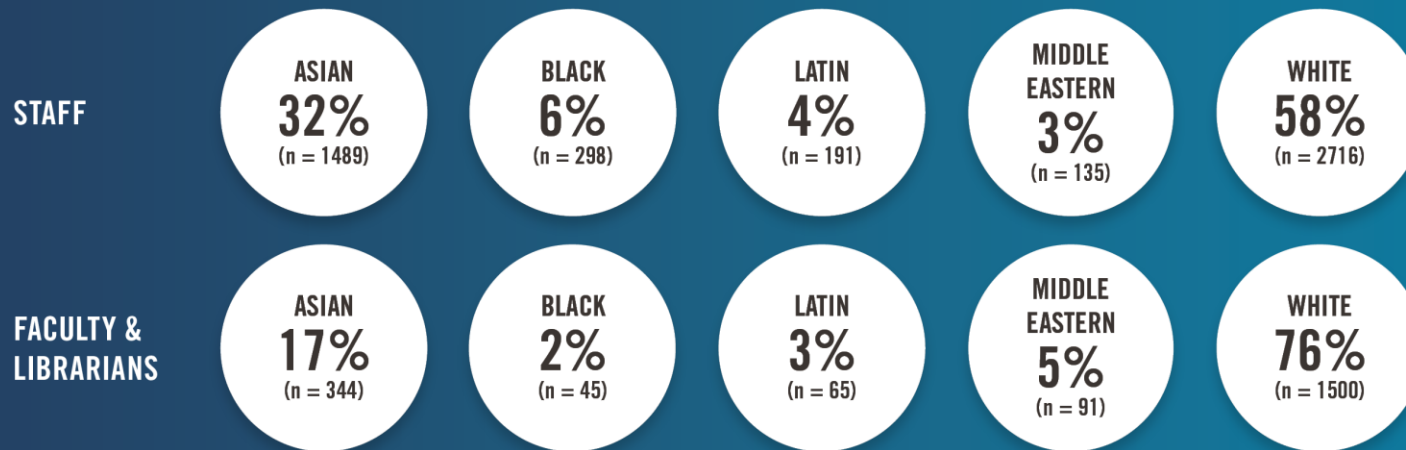
Representation rates remained the same or increased in all categories *except* faculty & librarians who self-identify as men (decrease from 52% to 51%)

Largest % increase was amongst faculty & librarians self-identifying as racialized/person of colour:

Year	% Racialized Staff	% Racialized Faculty & Librarians
2017/18	33%	19%
2016/17	33%	17%

# Snapshot of Our Community

Our work advancing equity, diversity and inclusion across all U of T campuses allows us to better understand, support, and grow our community.



Respondents identifying with multiple ethnocultural identities are counted in each category.

# Community Representation Summary

Everyone has a part to play in realizing the University's commitment to equity, diversity, and inclusion.

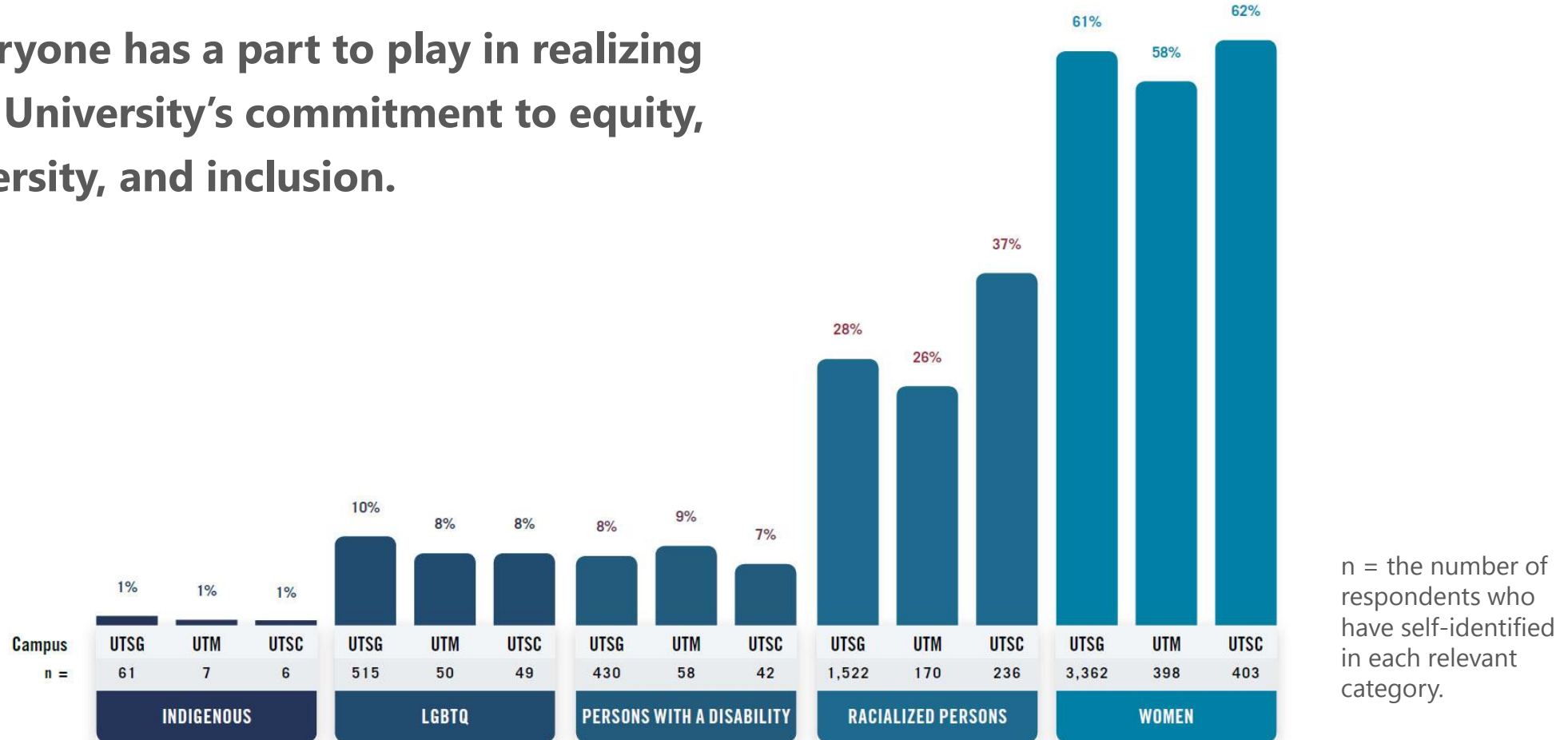


Figure 2: Tri-Campus Representation Rates - All Employees

# Steps Forward

**Toward Integrated Equity, Diversity & Inclusion**

## **We will continue to...**

- Advance employment equity in all employee groups and positions
- Address the identified opportunities for improvement
- Ensure that our progress is sustained and strengthened
- Continue to focus on strategic recruitment
- Build on our community outreach – pipelines