



UNIVERSITY OF
TORONTO

PRESENTATION TO BUSINESS BOARD
APRIL 7, 2015

ANGELA HILDYARD, VICE-PRESIDENT
HUMAN RESOURCES & EQUITY
UNIVERSITY OF TORONTO

THEMES

- EMPLOYEE ENGAGEMENT
- TOP EMPLOYER AWARDS
- RECOGNITION
- COMMUNITY OUTREACH
- COMMUNICATIONS
- LABOUR RELATIONS
- LEADERSHIP DEVELOPMENT
- HEALTH, SAFETY & WELL-BEING
- EQUITY & DIVERSITY

STAFFING NUMBERS



SALARY & BENEFITS BUDGET FORECAST

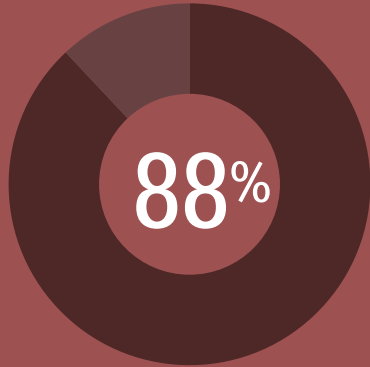
2014 - 2015

(\$M's)

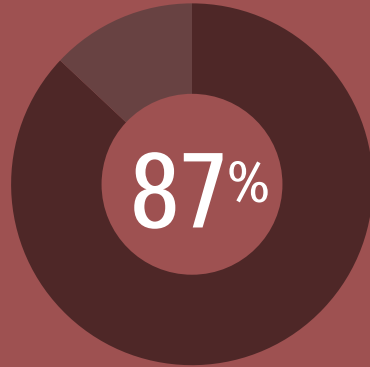
SALARIES		1131.0
BENEFITS	LEGISLATIVE	73.6
	PENSION (*)	196.0
	OTHER BENEFITS	74.0

(*) includes \$95.8M pension special payments

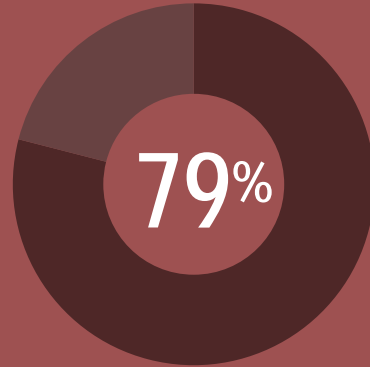
EMPLOYEE ENGAGEMENT



**FEEL
PROUD**
to work
at U of T



**WOULD
RECOMMEND**
U of T as a
workplace



**ARE
SATISFIED**
U of T
employees



**COMPLETION
RATE**
for Employee
Engagement
Survey

TOP EMPLOYER AWARDS



RECOGNITION

Long Service Awards



EMPLOYEES

25 years



EMPLOYEES

35 years



EMPLOYEES

40 years



FACULTY &
STAFF

celebrating
long-service
milestones

RECOGNITION

2014 Excellence Through Innovation Award



83

ADMINISTRATIVE STAFF
recognized for contributions
to one or more of the
University's strategic
objectives.

Enrich the Student Experience

Promote Equity and Diversity in All of our
Activities

Enrich the Employee Experience

Elevate Administration and Operational
Processes Through Innovation

Foster Community Connection Through
Innovative Services

COMMUNITY OUTREACH



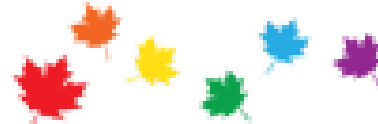
UNITED WAY
CAMPAIGN



CIBC
RUN FOR
THE CURE



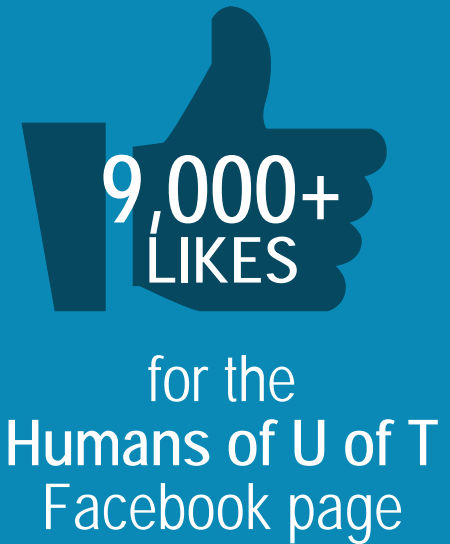
U OF T
GIFT OF LIFE
CAMPAIGN



WORLDPRIDE
HUMAN RIGHTS CONFERENCE

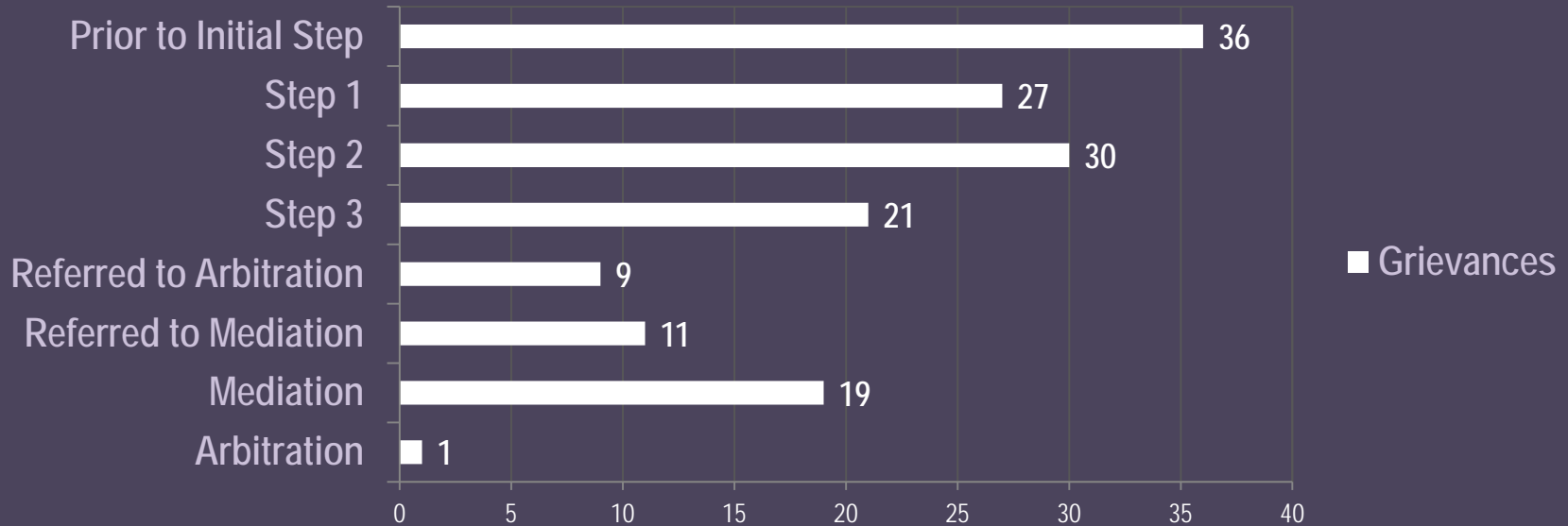
COMMUNICATIONS

to the Human Resources & Equity website in 2014



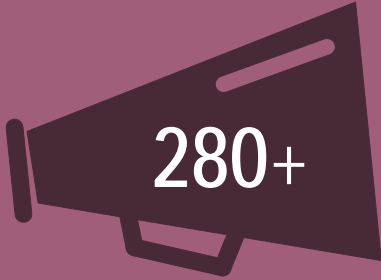
LABOUR RELATIONS

2014 Grievances & Resolution Steps



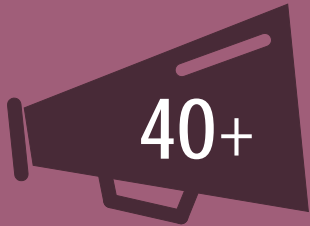
In 2014, there were 154 grievances resolved, including 57 of those filed in 2014. Of these, 87.01% were settled internally. There was only one grievance decided at arbitration in 2014.

LEADERSHIP DEVELOPMENT



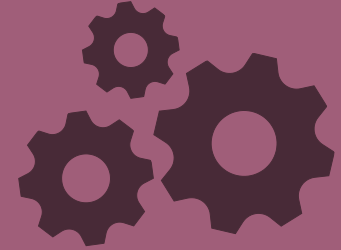
EMPLOYEES

attended the Staff
Leadership Conference



NEW MANAGERS

At U of T participated in two cohorts
of the New Manager Academy



38

CUSTOMIZED SESSIONS

provided by
the ODLIC
on Team &
Leadership

HEALTH, SAFETY & WELL-BEING Training

13,000+
EMPLOYEES



completed **Basic
Health and Safety
Training**

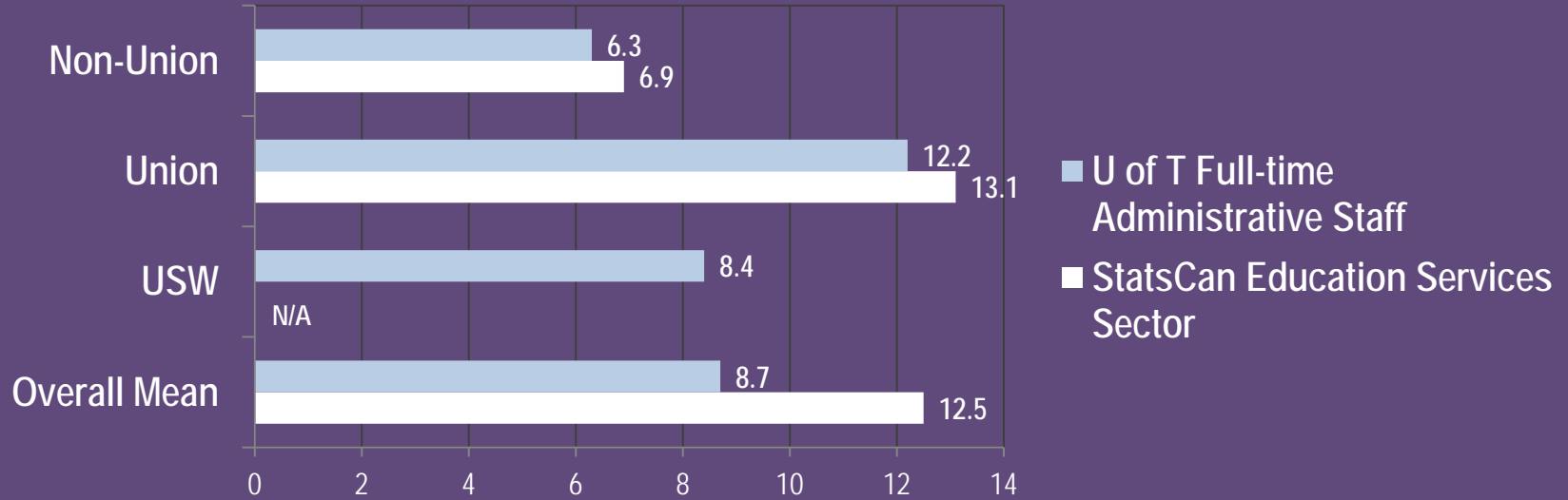
1,890
EMPLOYEES &
STUDENTS



completed at least one
of our **Occupational
Health & Safety
courses**

HEALTH, SAFETY & WELL-BEING

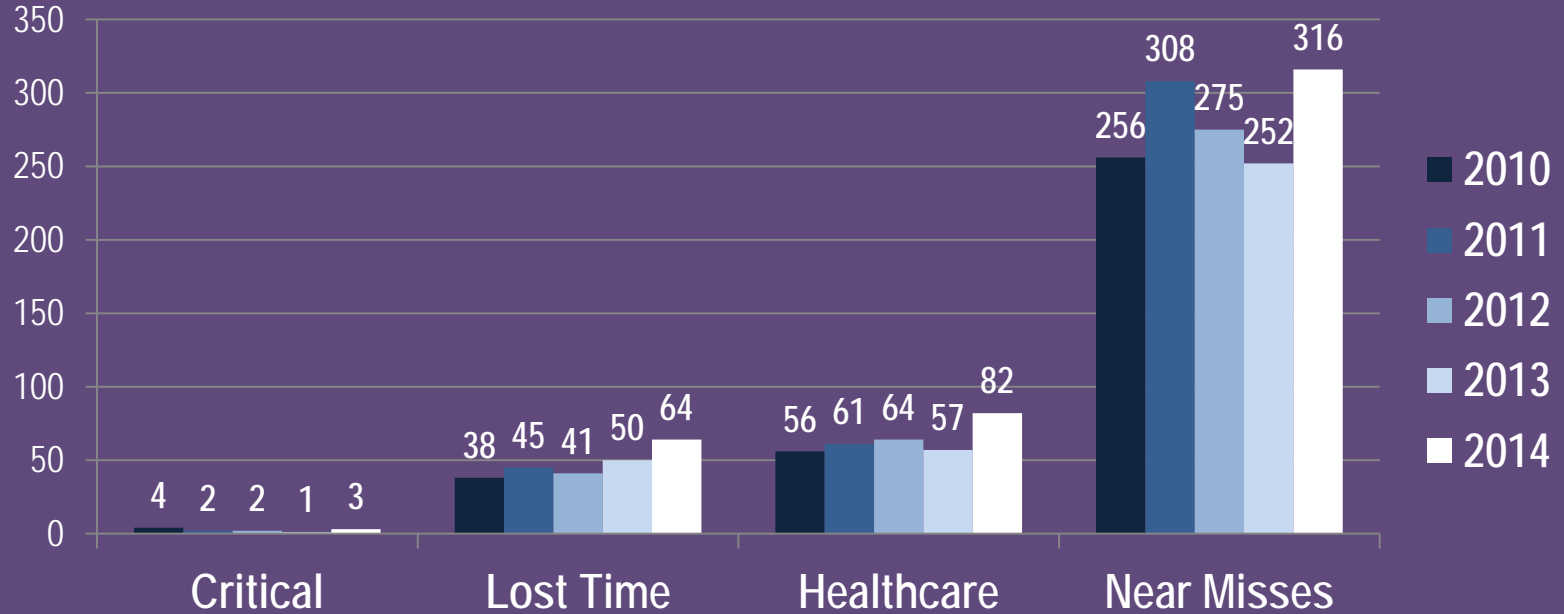
Sick Days Lost per Worker in Year



- Data period, Statistics Canada Data = 2011 calendar year; Source: Statistics Canada Work Absence Rates 2011.
- Data period, Full-Time Administrative Staff at U of T = Oct. 1, 2012 to Sept. 30, 2013
- Note: Absences include paid and unpaid sick days, extended sick days and other unpaid leave.

HEALTH, SAFETY & WELL-BEING

Year-Over-Year Workplace Incident Comparison



EQUITY & DIVERSITY

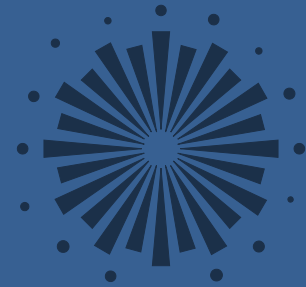
Elevating the Profile of Equity



EQUITY &
DIVERSITY OFFICE
established at UTSC



2014
WORLDPRIDE
CONFERENCE



CELEBRATIONS

EQUITY



Expanded offerings of training related to equity, diversity and inclusion



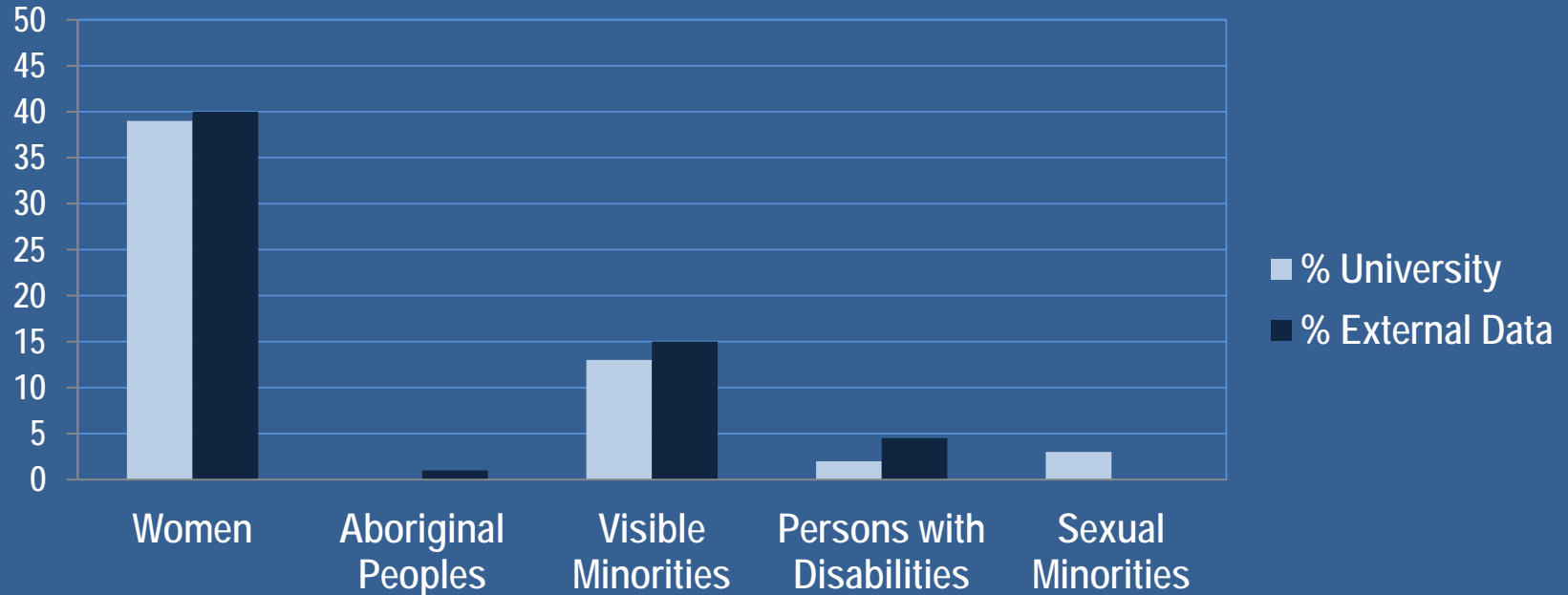
Positive Space Panels and AODA training



Family Care Office sessions re: family-related leaves and addressing issues of equity as parents and caregivers

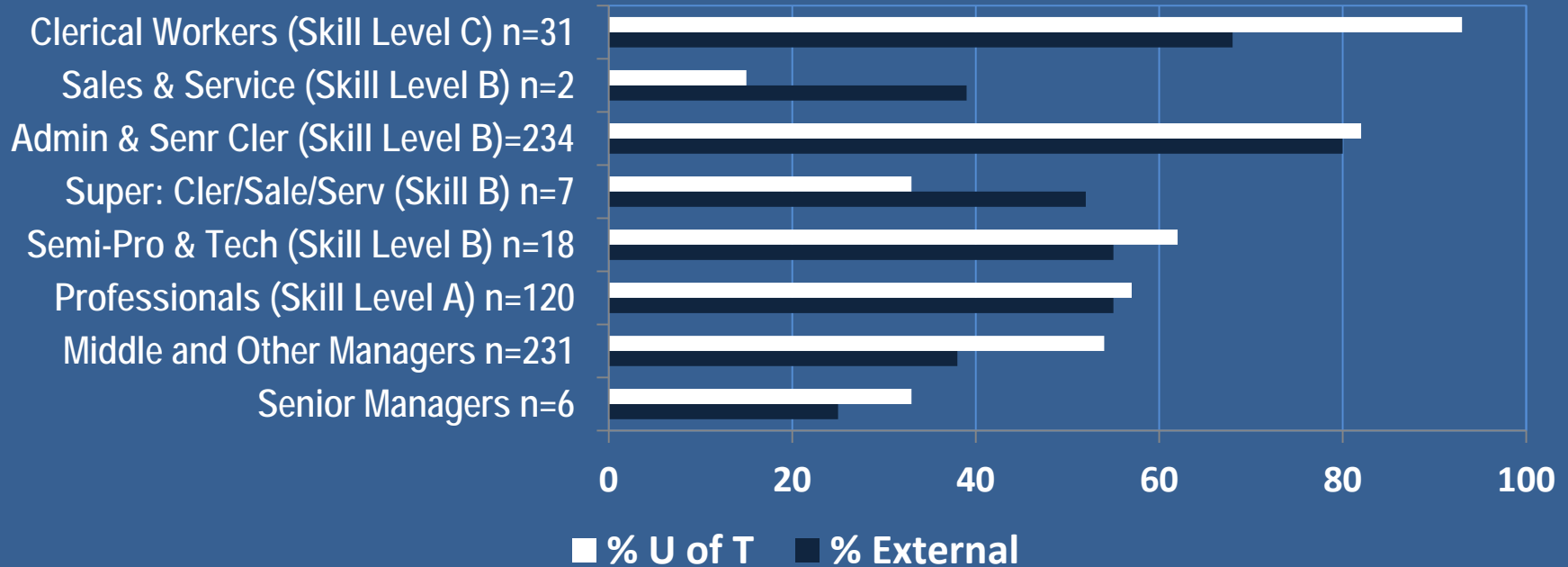
EMPLOYMENT EQUITY

External Availability Data Compared to Internal Data for
all Faculty Groups (Full-Time and Part-Time), 2014



EMPLOYMENT EQUITY

Non-Unionized Administrative Staff (Women) vs. External Availability Data by EEOG (Full-Time Employees) 2014



EMPLOYMENT EQUITY

Promotional Data for Unionized Staff by Designated Group
(Full-Time Employees), 2013, 2014

Designated Groups	2013 % Promotion	2013 % University Workforce	2014 % Promotion	2014 % University Workforce
Women	64.2	61.4	64.9	62.8
Aboriginal	0.4	1.2	0.3	1.1
Visible Minorities	25.2	34.1	37.7	36.6
Persons with Disabilities	1.2	2.9	2.6	2.9
Sexual Minorities	6.9	4.8	6.2	4.9



For more information and copies
of the Human Resources & Equity
and Employment Equity reports,
please visit

www.hrandequity.utoronto.ca



Questions? Email us at
hrandequity@utoronto.ca



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