

# Annual Report: Division of Human Resources & Equity

Presentation to Business Board

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April 5, 2016

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UNIVERSITY OF  
**TORONTO**

# AT-A-GLANCE

## Staffing Numbers



# AT-A-GLANCE

## SALARY & BENEFITS BUDGET FORECAST

2015 - 2016

(\$M's)

<b>SALARIES</b>		<b>1175.0</b>
<b>BENEFITS</b>	<b>LEGISLATIVE</b>	<b>76.6</b>
	<b>PENSION (*)</b>	<b>197.6</b>
	<b>OTHER BENEFITS</b>	<b>75.7</b>

(\*) includes \$97.3 pension special payments

# AT-A-GLANCE AWARDS 2015-2016

Top Employer Awards received by the University of Toronto for 2015 / 2016



# CLIENT SERVICE

## Launch of enhanced Employee Self-Service (ESS)

- Single sign-on; AODA compliance; enhanced security
- Access to online pay, pension statements; tax slips; employee confirmation letter

## The growth of Integrated Human Resources (iHR)

In 2015 Integrated Human Resources Service Delivery rebranded as *iHR*. Services include:

- People analytics
- Immigration support
- Recruitment / onboarding support
- Training & Development for HR Professionals

# COMMUNITY OUTREACH



**UNITED WAY  
CAMPAIGN**



**U OF T  
BRING OUR  
CHILDREN TO  
WORK DAY**



**CIBC  
RUN FOR  
THE CURE**



**WORKPLACE  
ESSENTIAL  
SKILLS  
PARTNERSHIP**

# COMMUNICATIONS

## 'Speaking Up' Employee Engagement Survey

- Face-to-Face meetings with teams from each Division/Faculty
- Webpage: <http://uoft.me/speakingup>
- Town Hall – largest had 300 attend online and in person

## Social media

- LinkedIn – 66,000 followers (highest in Higher Ed sector)
- Twitter – Established a new communication channel  
**@workingatuoft**

## Awards

- 5 international awards (MarCom Awards competition 3 gold, 2 honourable mentions)

# EQUITY & DIVERSITY

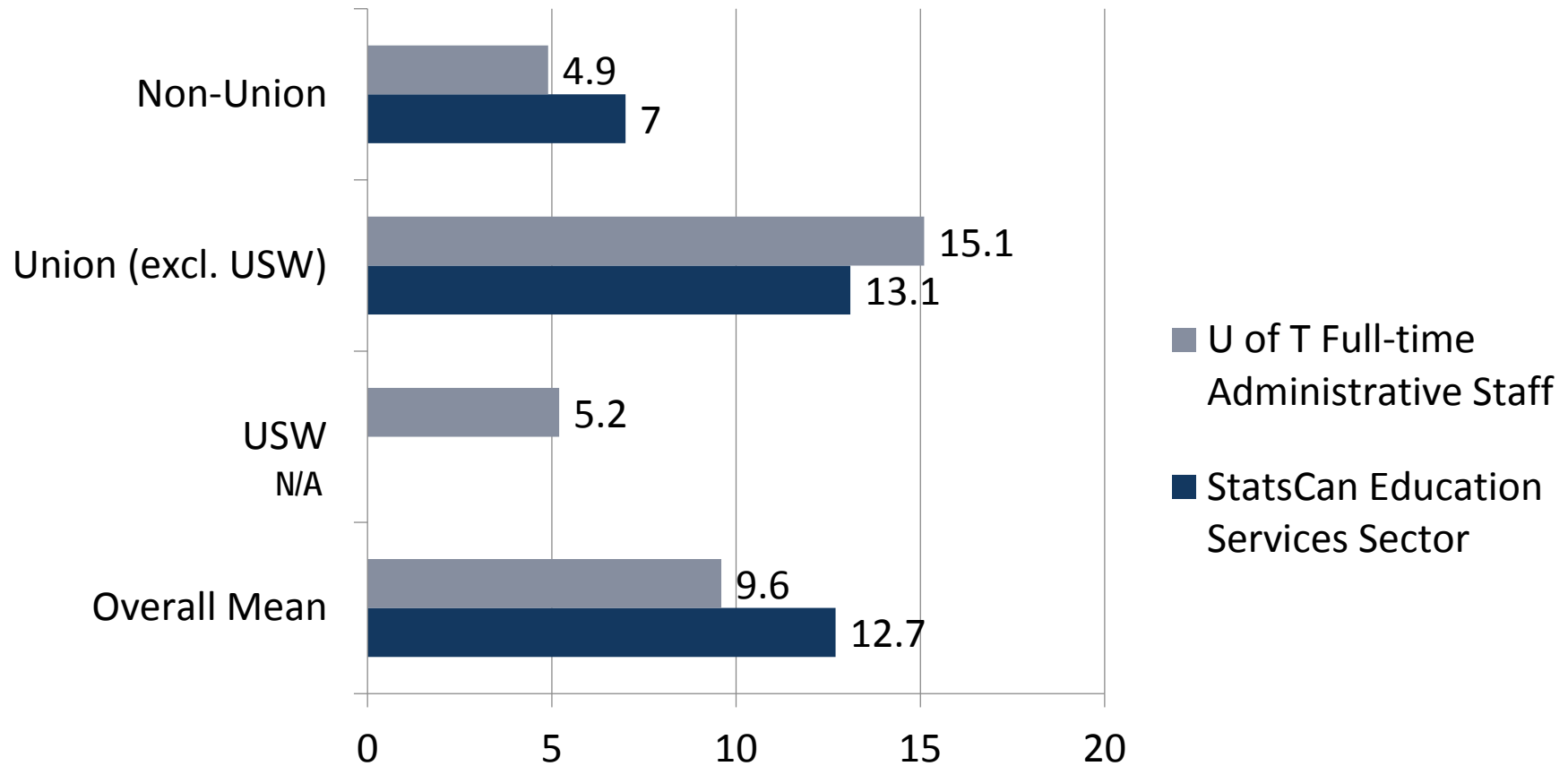
- Washroom Inclusivity Project
- Pan Am / Parapan Am Games
- Display Your Pride
- CAPDHHE 2015 Conference





# HEALTH, SAFETY & WELL-BEING

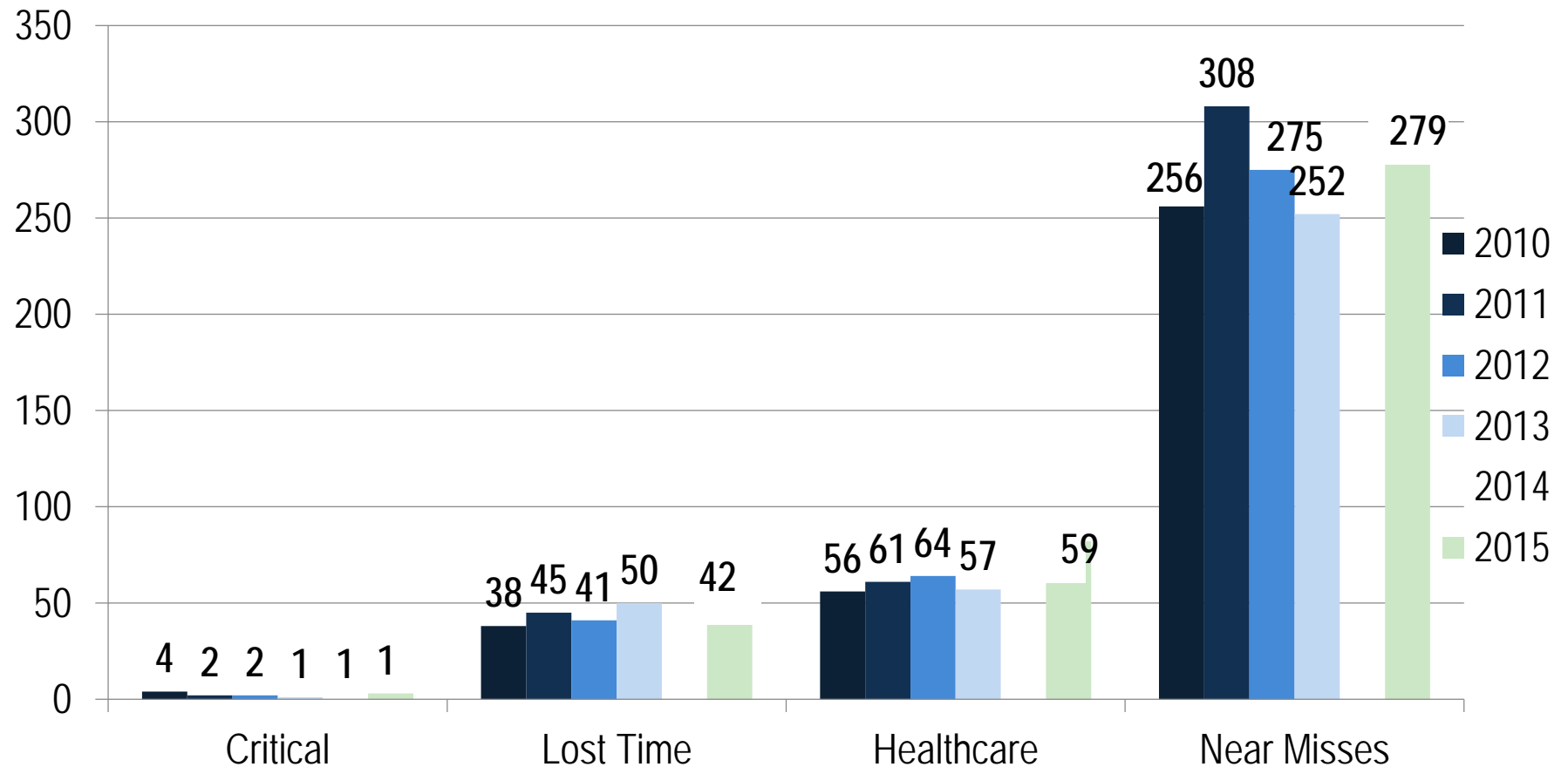
## Sick Days per Worker in Year



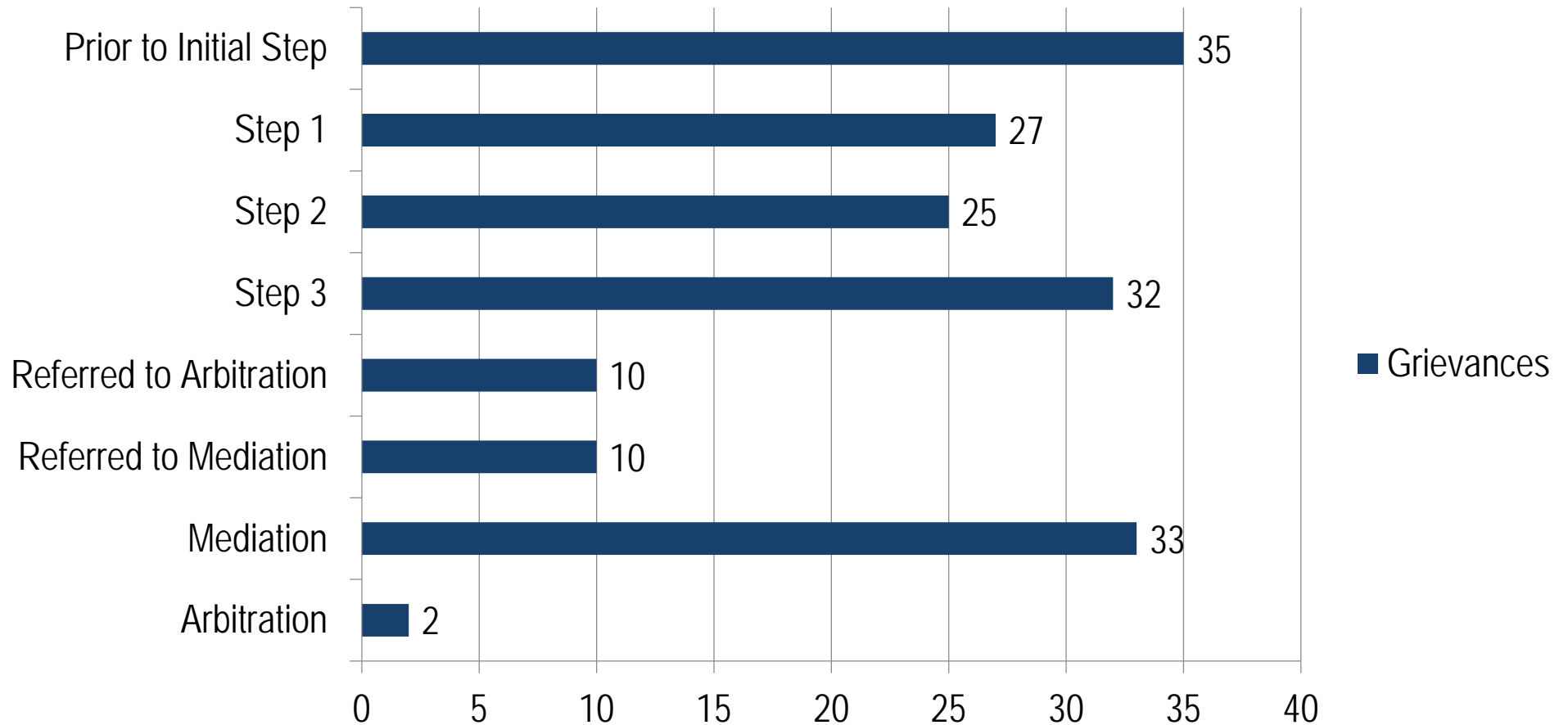
- Data period, Statistics Canada Data = 2015 calendar year;  
Source: Statistics Canada Work Absence Rates 2015.
- Data period, Full-Time Administrative Staff at U of T = Oct. 1, 2014 to Sept. 30, 2015
- **Note: Absences include paid and unpaid sick days, extended sick days and other unpaid leave.**

# HEALTH, SAFETY & WELL-BEING

## Year-Over-Year Workplace Incident Comparison



# LABOUR RELATIONS



In 2015, there were **174** grievances resolved, including 59 of those filed in 2014. Of these, 80% were settled internally. There were two grievances decided at arbitration in 2015.

# LEADERSHIP DEVELOPMENT

- **Launch of the Career Community**
  - Online career resource for staff
- **Sub-Committees** established to focus on leadership development and training in the Professional & Managerial Staff and Confidential Staff employee groups.



# RECOGNITION

## Long Service Awards



EMPLOYEES



EMPLOYEES



EMPLOYEES



FACULTY &  
STAFF

celebrating  
long-service  
milestones

25 years

35 years

40 years

# RECOGNITION

## 2015 Retirement Reception



53 individuals had worked for more than 30 years

17 individuals had spent more than 40 years working with us

Members of the U of T community were celebrated at a retirement reception held April 14, 2015.

# RECRUITMENT

- **Recruitment & Onboarding enhancements**
  - Resources (e.g. Recruitment Tool Kit)
  - Upgrades to applicant tracking system
  - Redesign of the quarterly *New Faculty & Staff Orientation*
- **Development of U of T Diversity Internship Program**
- **Recruitment partnerships**

# EMPLOYMENT EQUITY

- Used to inform recruitment practices and improve representation rates from designated groups
- Provides a comparison of internal and external workforce data at various phases of recruitment

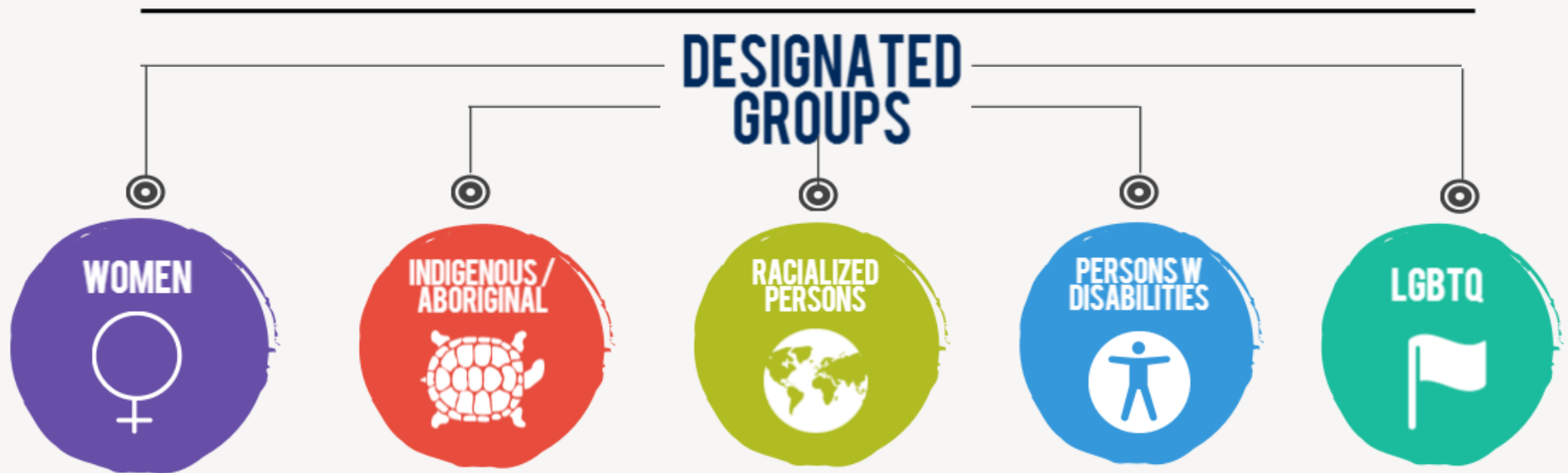


# EMPLOYMENT EQUITY SIGNIFICANT DATA

- In 2015, there were more female tenure-stream hires than male
  - First time in 10 years this has happened!
- Significant increase in representation amongst staff who identify as a racialized person

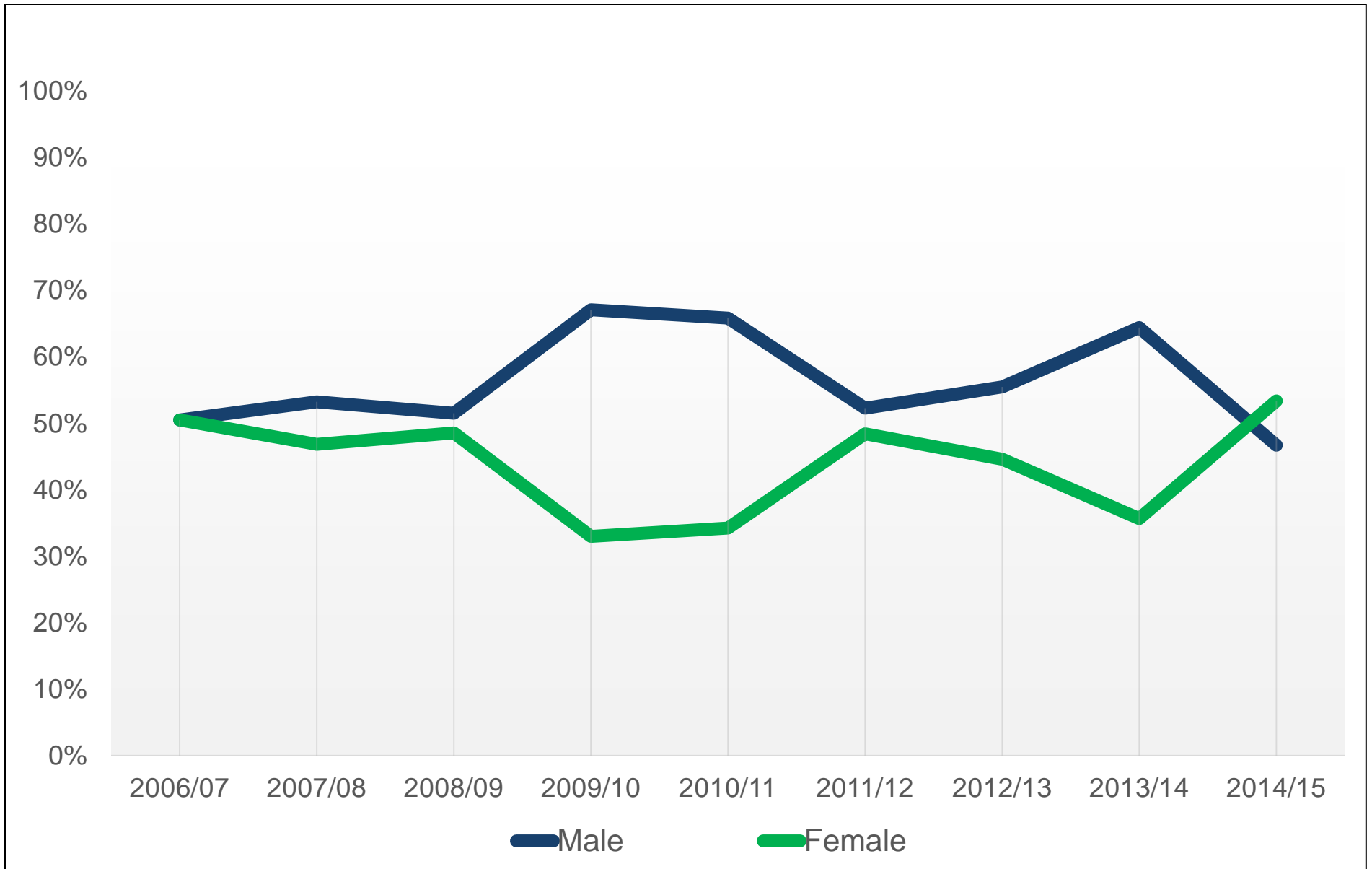
# EMPLOYMENT EQUITY

## Updated Terminology



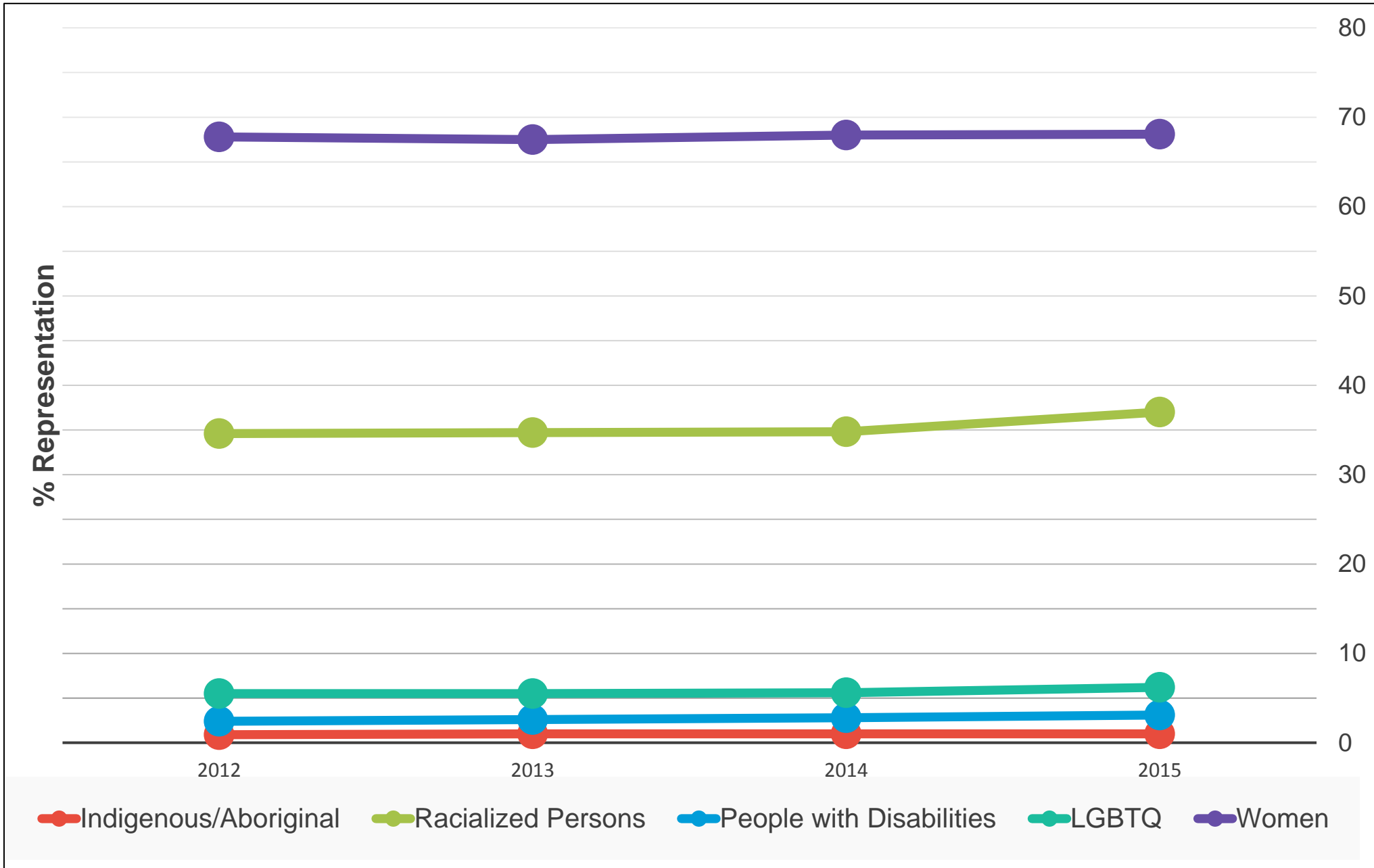
# EMPLOYMENT EQUITY

## Tenure Hires by Gender (2006 – 2015)



# EMPLOYMENT EQUITY

Representation Rates – Appointed Non-Faculty (Full-Time), 2012 - 2015



# Questions?

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## For more information:

www.hrandequity.utoronto.ca



<https://www.linkedin.com/company/university-of-toronto>



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