



**FOR INFORMATION**

**PUBLIC**

***OPEN SESSION***

**TO:** Business Board

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**DATE:** June 4 for June 17, 2021

**AGENDA ITEM:** 7

**ITEM IDENTIFICATION:**

University of Toronto 2020 Employment Equity Report

**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] (June 17, 2021)**

**PREVIOUS ACTION TAKEN:**

This is an annual report. Business Board received the 2019 Employment Equity Report in February 2021.

**HIGHLIGHTS:**

The Employment Equity survey is a voluntary, confidential questionnaire open to all employees (appointed and non-appointed staff and appointed faculty and librarians). The survey allows the University to analyze its workforce composition relative to the Canadian workforce, using the principles outlined in the Federal Contractors Program (FCP). This report marks the fourth analysis of workforce composition following an overhaul of the survey launched July 1, 2016.

The report includes separate dedicated chapters focusing on staff as well as a chapter focusing on faculty & librarians. These chapters are intended to provide a richer, data-informed profile of employees and support discussion about EDI across the institution.

This report also includes information focused on ethnocultural identity, with specific detailed information on Black faculty, librarians, and staff.

This report is for internal use and informs: recruitment practices designed to improve representation rates from underrepresented groups, retention programs designed to support and respond to the diverse needs of all employees, and inclusivity initiatives designed to enhance the employee experience.

### **Key Points from the Report:**

- This report covers the reporting period of January 1 – December 31, 2020, and contains response data from the Employment Equity Survey and applicant information from the University’s applicant tracking system
- 89.5% response rate (a 2.4% increase from the previous reporting period, and the highest since the relaunch of the Employment Equity Survey in 2016)
- Questions capture data related to:
  - Gender and Gender Identities
  - Racialized Persons or Persons of Colour
  - Ethnocultural Identity
  - Black
  - Indigenous or Aboriginal People of North America
  - Persons with Disabilities (visible & invisible)
  - Sexual Orientation
- Respondents may choose to answer all or select questions, can select more than one answer for each question, and may update their information at any time
- References to representation increases or decreases year-over-year refer to information published in the 2020 Employment Equity Report. In some cases, changes in representation are the product of a clearer sample of an existing employee base or more substantive responses to the survey, rather than concrete changes in representation
- Includes representation analysis and intersectional identities of persons who self-identify as Black
  - The proportion of staff respondents that self-identified as Black increased from 6.1% in 2016-17 to 6.4% in 2017-18, 6.7% in 2019, and 7.2% in 2020
- Includes internal and external workforce analysis of Women, Racialized Persons, Indigenous Persons, and Persons with Disabilities. The report also captures data with respect to those who identify as LGBTQ2S+ (though there is no external comparative data)

- Includes analysis of intersectionality and overlap of identities (e.g. what proportion of Women also identify as Racialized Persons or Persons of Colour?)
- Includes analysis of tri-campus representation rates
- The representation rates of staff who identify as Racialized Persons or Persons of Colour increased year-over-year
  - Recruitment and retention of diverse new hires was equal to or higher than the number of exits of staff who identify as Racialized Persons or Persons of Colour
- The representation rates of faculty in continuing appointments (which include tenured/tenure stream faculty and teaching stream faculty in the continuing stream) are as or more diverse than faculty in contractually limited term appointments and part-time positions in either stream
  - The number of faculty who self-identified as Indigenous/Aboriginal People of North America has increased over previous years both absolutely and relatively (from 9 (.61%) in 2017 to 25 (1.13%) in 2019 and 31 ( 1.3%) in 2020)

**FINANCIAL IMPLICATIONS:**

N/A

**RECOMMENDATION:**

N/A

**DOCUMENTATION PROVIDED:**

- *University of Toronto 2020 Employment Equity Report*



UNIVERSITY OF  
TORONTO

# REPORT ON EMPLOYMENT EQUITY 2020



# REPORT ON EMPLOYMENT EQUITY 2020

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Photo Credit: Steve Frost

## INTRODUCTION

This Report on Employment Equity 2020 provides a snapshot of the composition of the University's tri-campus employees in 2020, using data collected by the University's Employment Equity Survey. I'm pleased to share that this year, our response rate to the Employment Equity Survey reached its highest since 2013, at 89.5%.

The data presented here can provide us with a critical foundation from which to measure how we are advancing a more equitable, diverse, and inclusive working and learning environment at U of T. Understanding who makes up the U of T community assists the University in strengthening our recruitment practices, developing mentorship programs, and offering career development opportunities to ensure our community reflects the diversity of the greater Toronto area. This year we have applied an integrated equity framework to incorporate these values into a broad spectrum of activities. In partnership with TIDE (Toronto Initiative for Diversity & Excellence), we launched a new Unconscious Bias Workshop 2.0 designed to help faculty think critically about how to identify and address bias and support a robust, equitable, and inclusive recruitment process. Recognizing that Black and Indigenous faculty are the most underrepresented groups across the University, the Provost has initiated the "Diversity in Academic Hiring Fund." Since 2016, this initiative has funded some 100 continuing faculty positions, most targeted specifically to fund Black and Indigenous faculty hires. In 2020, 12 Black faculty and 5 Indigenous faculty accepted offers funded by the Provost. We have detailed many of our other current initiatives in the Equity, Diversity & Inclusion and HR & Equity annual reports.

The University cannot progress in its commitments to equity, diversity, and inclusion without ensuring that we collect equity data in a meaningful way and make this data available in a clear and digestible format. This year, we will work to implement the recommendations of the Anti-Black Racism Task Force, and both analyze—and act upon—data collected from our annual Speaking Out Survey. These initiatives will lay the groundwork for important discussions about how to integrate accountability within all levels of the University.

We encourage you to engage with the data presented here, and to consider what the numbers and demographic statistics cannot capture: factors such as lived experience, bias and systemic barriers, and feelings of isolation or belonging. In the year ahead, the University of Toronto will explore how best to address these gaps and identify ways to complement them with qualitative analysis. In doing so, we can look beyond a snapshot and, collectively, apprehend a bigger picture.

Kelly Hannah-Moffat

Vice-President, Human Resources & Equity

# STATEMENT OF ACKNOWLEDGEMENT OF TRADITIONAL LAND

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.



Photo Credit: Ken Jones

## ABOUT THE REPORT ON EMPLOYMENT EQUITY 2020

Employment equity is a program designed to address disadvantages in employment for Indigenous or Aboriginal People of North America, Persons with Disabilities, Racialized or Persons of Colour, LGBTQ2S+ individuals, and Women.

This includes implementing policies, practices, and reasonable accommodations to ensure that individuals who self-identify in these designated groups are represented in the University's workforce composition at levels representative of our diverse community.

Assessing employment equity requires measuring the University's progress towards achieving and exceeding anticipated representation rates. The University's Employment Equity Survey is the cornerstone of this measurement and is available to all appointed and non-appointed employees of the University.

Our survey examines:

- Gender and Gender Identities
- Racialized or Persons of Colour
- Ethnocultural Identities
- Black
- Indigenous or Aboriginal People of North America
- Persons with Disabilities
- Sexual Orientation

Respondents may choose to respond to all or select questions in the voluntary survey. More than one response can be selected for each question to allow respondents to choose answers which best reflect them, and responses may be modified at any time.

## DATA COLLECTION AND ANALYSIS

The data contained in this report is a snapshot of the responses provided by University of Toronto employees as of December 31, 2020.

This report also contains applicant information for the period of January 1 to December 31, 2020.

In addition to surveying its existing workforce, prospective employees are provided the opportunity to complete an anonymous survey as part of their application process. This enables us to determine the effectiveness of programs designed to increase the diversity of our applicant pool.





Photo Credit: Drew Lesiuczok

## TERMINOLOGY AND DEFINITIONS

**Exits:** Employees with a termination event in the reporting period of January 1 to December 31, 2020. Includes both voluntary (e.g., retirements) and involuntary termination reasons.

**Gap Analysis:** Or Labour Availability Analysis, tells us whether the representation rates at the University in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions.

**Gender Identity:** Each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

**Indigenous or Aboriginal People of North America:** First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (US).

**Institutional Response Rate:** Includes respondents who selected the "I choose not to answer this survey" option at the beginning of the survey.

**Labour Availability:** The total external availability of qualified candidates in Ontario with the minimum qualifications to be a candidate for work in a particular Employment Equity Occupational Group (EEOG).

**New Hires:** Employees with an Employment Date in the reporting period of January 1 to December 31, 2020.

**Persons with Disabilities:** Persons who have long-term or recurring physical, mental, sensory, psychiatric, or learning impairment(s) AND

A) who consider themselves to be disadvantaged in employment by reason of that impairment,

OR B) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons with disabilities who have been accommodated in their current job or workplace.

**Promotions:** Employees with a Promotion or Reclassification event in the reporting period. This also includes the promotion of tenured faculty from Associate Professor to Professor and of Continuing Stream, Teaching Stream faculty from Associate Professor, Teaching Stream to Professor, Teaching Stream as recorded in the Human Resources Information System (HRIS).

**Representation Rate:** The proportion of staff, faculty, and librarians identifying in each designated category.

**Racialized or Persons of Colour:** Members of such groups in Canada are persons, other than Indigenous or Aboriginal People (defined above), who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

**Substantive Response Rate:** The number of responses to the survey, excluding those who selected "I choose not to answer this survey."

**Trans:** A person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also used as an umbrella term for those who identify as transgender, trans, nonbinary, gender non-conforming, genderqueer, or an analogous term.

**Two-spirit:** A cultural and spiritual identity used by some Indigenous people who have both masculine and feminine spirits. Employees self-identifying as two-spirit can make this selection under the sections of both "Gender and Gender Identity" and "Sexual Orientation." Two-spirit is a cultural and spiritual identity used by some Indigenous people who have both masculine and feminine spirits and is one of many words to describe various genders, sexes and sexualities. Employees identifying as women, men, or trans can identify in any number of other categories that help inform their own social identities.

# CHAPTER 1: INSTITUTIONAL OVERVIEW

Equity, diversity, and inclusion are fundamental to our institution. Our commitment towards outstanding scholarship, teaching, and learning can only thrive in an environment that embraces and reflects the broadest range of people and encourages the free expression of their diverse perspectives.

We recognize that a diverse campus and a vibrant culture of inclusivity are essential to the success of our institution.

We encourage our employees to complete our Employment Equity Survey annually. The survey provides key insights into the diverse workforce composition of the University.

We have observed year-over-year increases to our institutional response rate. In fact, our current response rate is the highest it has been since 2013 [response rate: 89.5%

(n=10,404), substantive response rate 69.8% (n=8,115)]. The critical feedback provided by this survey offers us a more accurate picture of our workforce as well as key insights into any gaps we face as an institution.

The impact on reporting is most prevalent in smaller demographics and intersections (where  $n \geq 3$ ) and will be further mitigated with increases in response rates across all employee groups in future years.

More information about our institutional equity, diversity and inclusion initiatives is available in our Equity Reports or online at [hrandequity.utoronto.ca/about/reports](https://hrandequity.utoronto.ca/about/reports).

## INSTITUTIONAL RESPONSE RATES

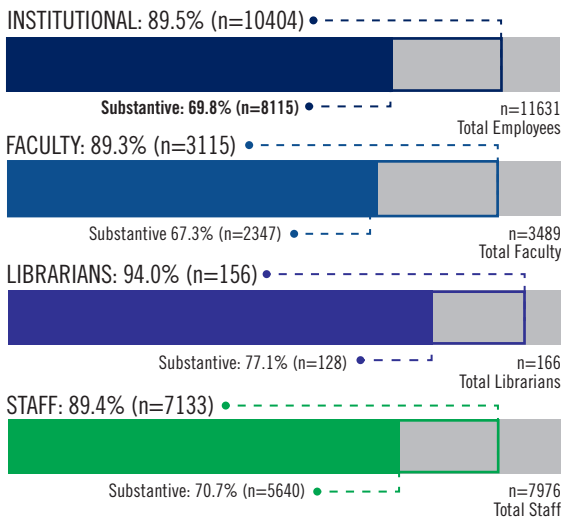
**89.5%**  
(n=10404)

The institutional response rate for the 2020 Employment Equity Survey was: 89.5% (n=10404).

**+2.4%**  
(n=407)

Improvement to the institutional response rate of the 2019 Employment Equity Survey: 2.4% (n=407).

The institutional response rate includes respondents who selected the “I choose not to answer this survey” option at the beginning of the survey. The substantive response rate, which excludes those who selected “I choose not to answer,” was 69.8% (n=8115), an increase of 1.8% in participation.



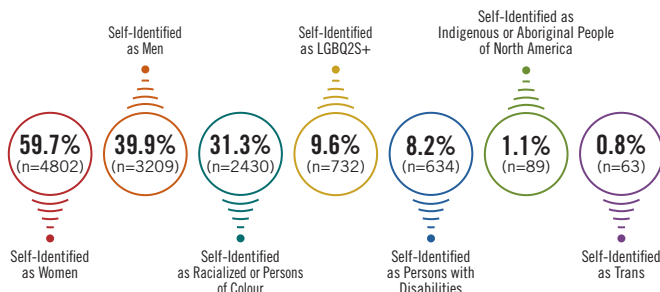
## INSTITUTIONAL OVERVIEW: REPRESENTATION RATES

Our unique tri-campus structure is the result of a 40-year evolution. The campuses in Mississauga and Scarborough have transformed from small undergraduate colleges to mid-size educational entities, hosting a wide range of graduate, undergraduate and research programs.

As these campuses continue to evolve, they build their own individual identities that reflect the diversity of the communities in which they reside.

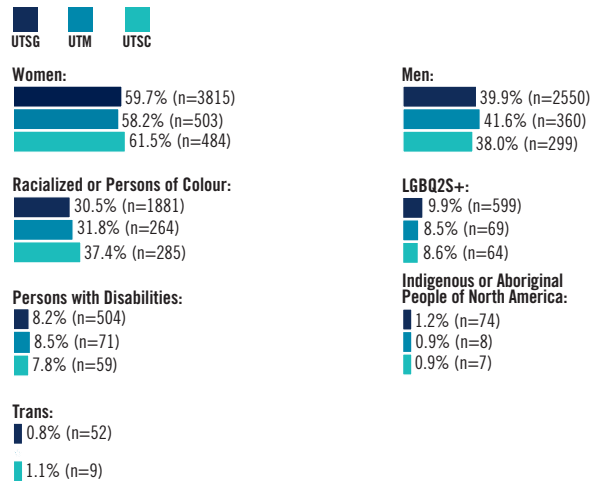
### REPRESENTATION RATES: ALL EMPLOYEES

Responses reflect how all employees self-identified in the Employment Equity Survey. The following are some of the ways in which all employees self-identified:



In each case n=the number of respondents who self-identified in each category.

## REPRESENTATION RATES: TRI-CAMPUS



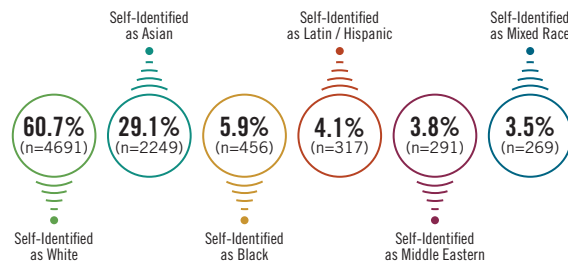
\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

## INSTITUTIONAL OVERVIEW: ETHNOCULTURAL IDENTITIES

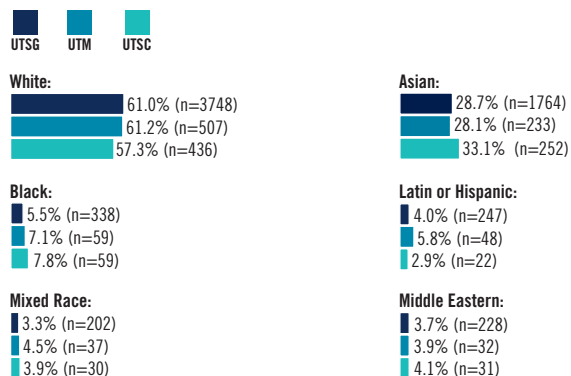
### ETHNOCULTURAL IDENTITIES: ALL EMPLOYEES

Responses reflect the general ethnocultural identities that University of Toronto employees have self-identified on the Employment Equity Survey. Respondents identifying with multiple identities are counted in each category selected.



In each case n=the number of respondents who self-identified in each category.

### ETHNOCULTURAL IDENTITIES: TRI-CAMPUS



In each case n=the number of respondents who self-identified in each category.

For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

# CHAPTER 2: APPOINTED STAFF

## SCOPE

This chapter focuses on what staff members have told us about how they self-identified in response to the Employment Equity Survey questions, as of December 31, 2020. The counts of applicants, new hires, promotions and exits are based on the calendar year 2020.

For the purposes of this report, staff refers to all appointed employees. This population includes four employment groups: non-unionized administrative staff, USW, other unionized staff, and trades and services.

## HIGHLIGHTS

We are continuing to diversify our workforce in a number of areas.

### A. WE HAVE MORE STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

We see year-over-year increases in our staff composition for respondents who self-identified as Racialized or Persons of Colour. In 2020, 35.7% of staff identified as Racialized or Persons of Colour.

### B. RATE OF PROMOTIONS WENT UP FOR WOMEN, BLACK, RACIALIZED OR PERSONS OF COLOUR, INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA, AND LGBTQ2S+

We continue to advance the principles of equity, diversity and inclusion with the aim of improving the representation of women and other under-represented groups.

### C. RECRUITMENT AND RETENTION OF DIVERSE INDIVIDUALS: THE NUMBER OF NEW HIRES WAS EQUAL TO OR HIGHER FOR BLACK, RACIALIZED OR PERSONS OF COLOUR AND LGBTQ2S+

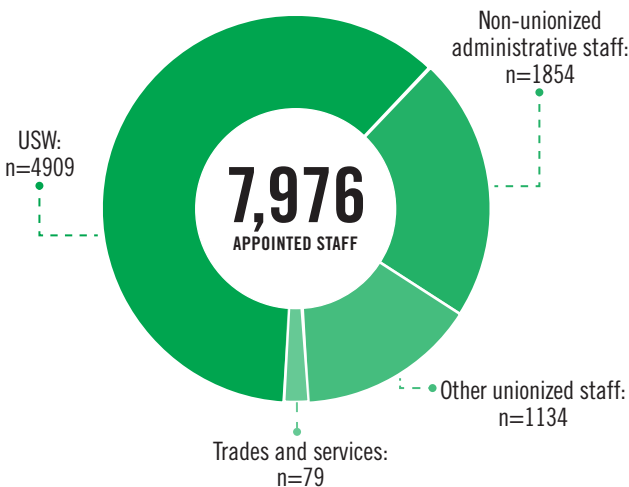
Attracting, retaining, and engaging diverse populations will help our workforce composition to continue making positive shifts and will bring a diversity in talents and ideas to our community.

### D. INCREASES IN THE PROPORTION OF STAFF RESPONDENTS WHO SELF-IDENTIFIED AS BLACK CONTINUE TO INCREASE

An analysis of representation and intersectional identities was introduced in 2019 for individuals self-identifying as Black. This analysis has allowed the identification of areas that may need additional focus, and better responds to the needs of our unique community.

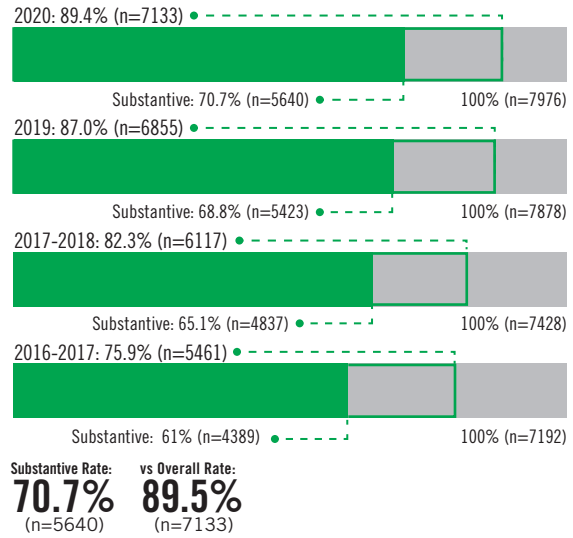
## OUR STAFF COMPOSITION

As of December 31, 2020, there were 7976 appointed staff in different employment groups:



## RESPONSE RATES FOR STAFF

The staff response rate continued its trend of year-over-year increases.



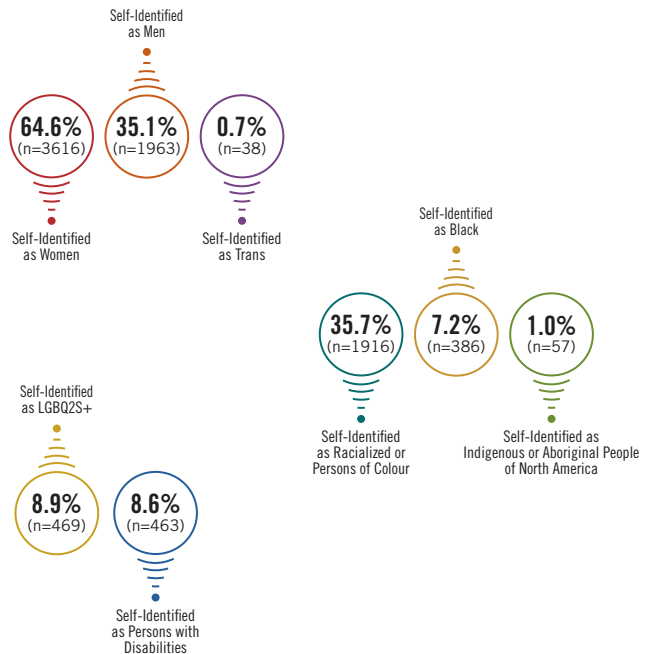
Improvement from 2019:



## REPRESENTATION RATES FOR APPOINTED STAFF

Responses reflect how appointed staff self-identified in the Employment Equity Survey. Any response indicating “I choose not to answer” are not included in percentage calculations.

The following are some of the ways in which appointed staff self-identified:

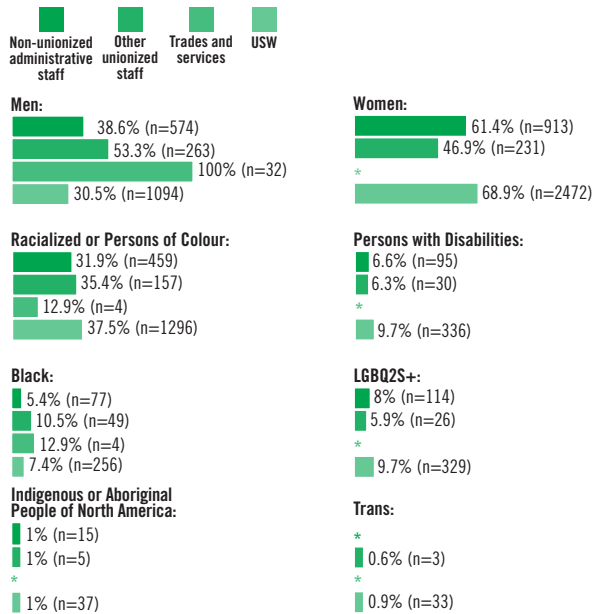


In each case n=the number of respondents who self-identified in each category.



Photo Credit: UTM Marketing & Communications

### REPRESENTATION RATES BY STAFF EMPLOYEE GROUP

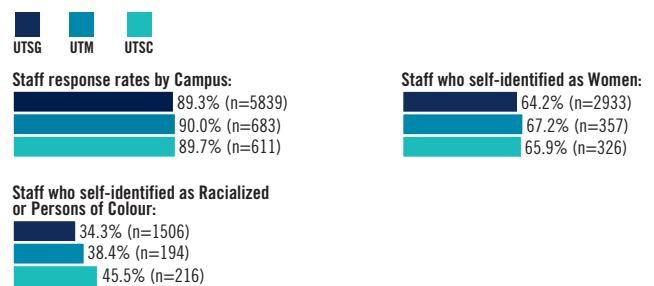


\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each.

### TRI-CAMPUS REPRESENTATION RATES FOR APPOINTED STAFF

The composition of our staff across the campuses can help provide insights into how reflective our workforce is of their unique communities.



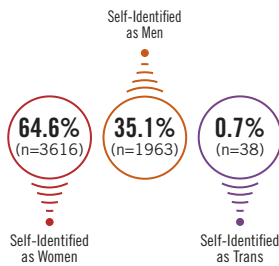
In each case n=the number of respondents who self-identified in each.

# GENDER AND GENDER IDENTITIES

This category captures a person's internal and individual experience of gender. It includes a person's sense of being a Woman, a Man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

Employees were able to select any combination of an expanded list of gender and gender identities, including Trans, Two-Spirit, and another gender identity (with specification option). For this survey, we will be using trans to include those who self-identified as Trans, Two-Spirit or another gender identity.

Of staff:



In each case n=the number of respondents who self-identified in each category.

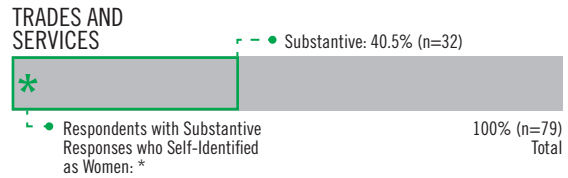
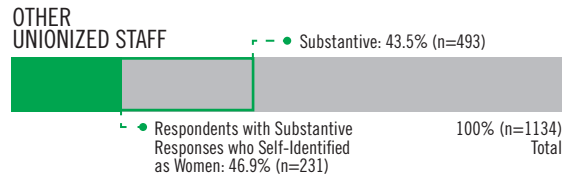
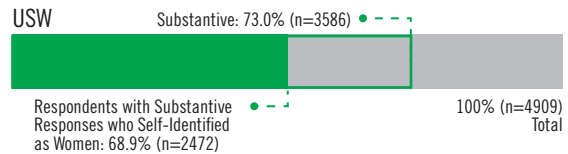
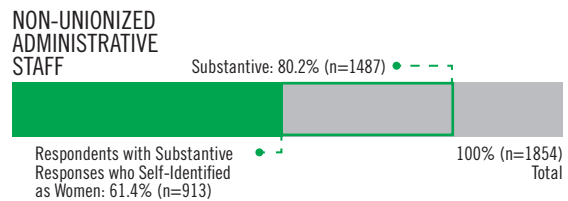
## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS WOMEN

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS WOMEN

**64.6% (n=3616)** of all appointed staff self-identified as Women.

Employment Group Breakdown:



\*Note: not reportable due to the small sample size.

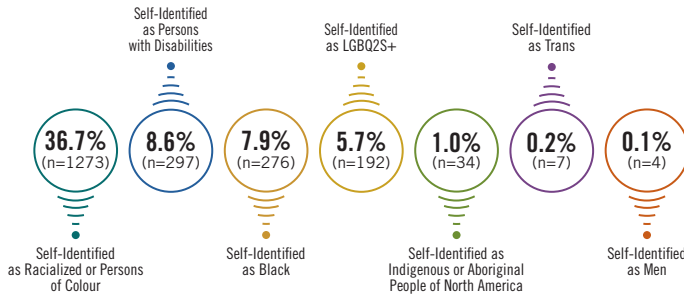
**-2.0%** **Notable Change:** Other Unionized staff who self-identified as Women decreased by 2% from the previous reporting period.

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS WOMEN

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as Women who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS WOMEN

Of all appointed staff who self-identified as Women:



In each case n=the number of respondents who self-identified in each category.

**+1.3%** **Notable Change:** staff who self-identified as Women and as Racialized or Persons of Colour increased by 1.3% from the previous reporting period.

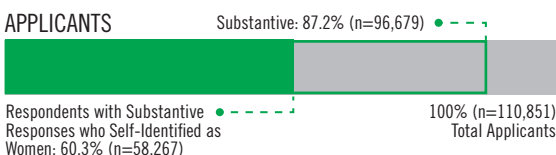
## OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFY AS WOMEN

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff exits who self-identify as Women (68.4%) exceeds the proportion of the same group's new hires (62.8%) from the University by 5.6%.

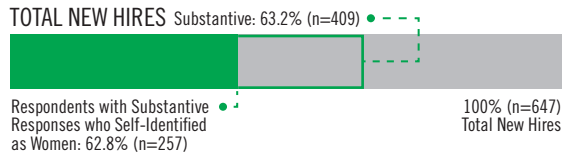
### SUMMARY OF APPLICANTS:

In 2020, there were 110,853 applicants to staff job opportunities with the University. Of these, 100,018 (or 90.2%) responded substantively to the survey and 96,679 responded substantively to this question.



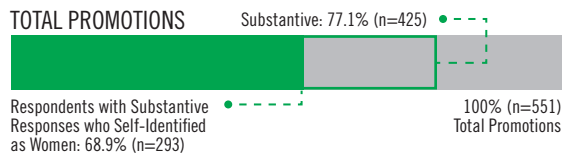
### SUMMARY OF NEW HIRES:

In 2020, there were 647 new hires to the University. Of these, 414 (or 64%) responded substantively to the survey and 409 responded substantively to this question.



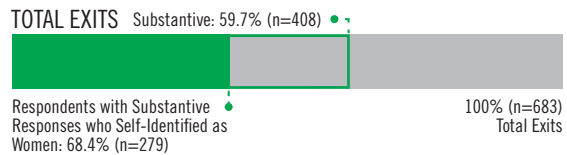
### SUMMARY OF PROMOTIONS:

In 2020, 551 staff received promotions. Of these, 428 (or 77.7%) substantively responded to the survey and 425 responded substantively to this question.



### SUMMARY OF EXITS:

In 2020, there were 683 staff who left the University. Of these, 412 (or 60.3%) substantively responded to the survey and 408 (or 59.7%) responded substantively to this question.



**+2.4%** **Notable Change:** applicants who self-identified as Women increased by 2.4% from the previous reporting period.

**+4.3%** **Notable Change:** staff who self-identified as Women and received a promotion within the University increased by 4.3% from the previous reporting period.

**+3.3%** **Notable Change:** staff who self-identified as Women and left the University increased by 3.3% from the previous reporting period.

**Applicants:** n= the number of individuals who applied to staff job opportunities with the University

**New Hires:** n= the number of respondents who were a new hire to the University

**Promotions:** n= the number of respondents who received a promotion within the University

**Exits:** n= the number of respondents who left the University



## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS MEN

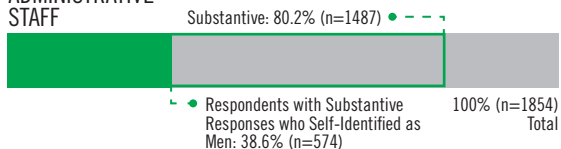
Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS MEN

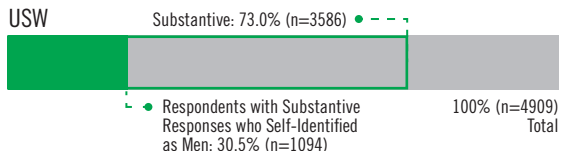
**35.1% (n=1963)** of all staff respondents self-identified as Men.

Employment Group Breakdown:

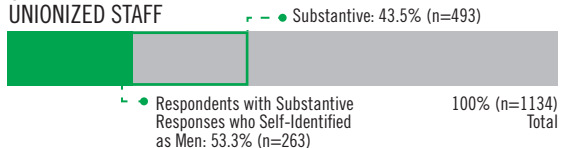
#### NON-UNIONIZED ADMINISTRATIVE STAFF



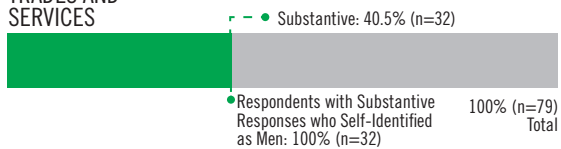
#### USW



#### OTHER UNIONIZED STAFF



#### TRADES AND SERVICES



**+2.0%**

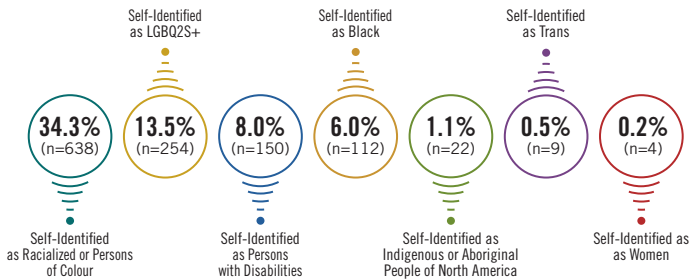
**Notable Change:** Other unionized staff who self-identified as Men increased by 2% from the previous reporting period.

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS MEN

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as Men who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS MEN

Of all appointed staff who self-identified as Men:



In each case n=the number of respondents who self-identified in each category.

## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS TRANS

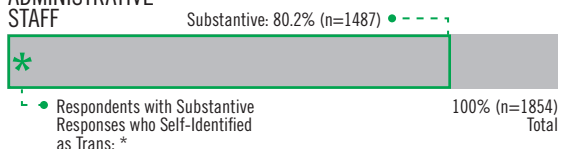
Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION RATES: STAFF WHO SELF-IDENTIFIED AS TRANS

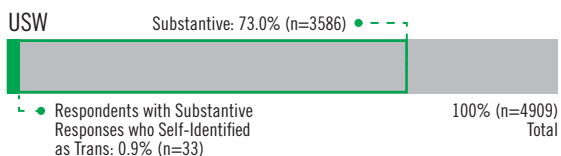
**0.7% (n=38)** of all appointed staff self-identified as Trans.

Employment Group Breakdown:

#### NON-UNIONIZED ADMINISTRATIVE STAFF



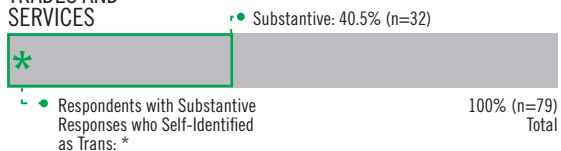
#### USW



#### OTHER UNIONIZED STAFF



#### TRADES AND SERVICES



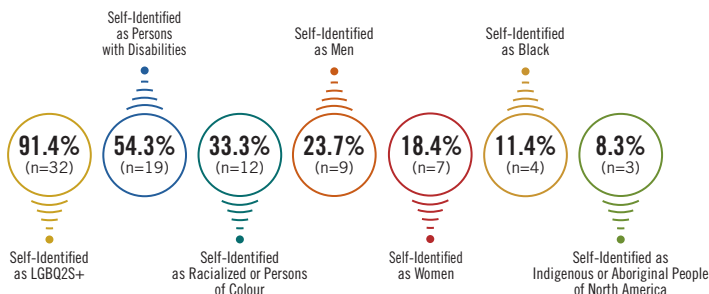
\*Note: not reportable due to the small sample size.

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS TRANS

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as Trans who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS TRANS

Of all appointed staff who self-identified as Trans:



In each case n=the number of respondents who self-identified in each category.

**+8.3%** **Notable Change:** staff who self-identified as Trans and as Racialized or Persons of Colour increased by 8.3% from the previous reporting period.

**+2.4%** **Notable Change:** staff who self-identified as Trans and as Black increased by 2.4% from the previous reporting period.

**-1.1%** **Notable Change:** staff who self-identified as Trans and as persons with disabilities decreased by 1.1% from the previous reporting period.

**+2.1%** **Notable Change:** staff who self-identified as Trans and as LGBTQ2S+ increased by 2.1% from the previous reporting period.

# RACIALIZED OR PERSONS OF COLOUR

This category captures information about people who self-identified as Racialized or Persons of Colour and self-identified as non-Caucasian or non-white, regardless of place of birth or citizenship. This category may include those who self-identified as both Racialized or Persons of Colour and Indigenous or Aboriginal People of North America.

Employees identifying as Racialized or Persons of Colour can identify in any number of other categories that help inform their own social identities.

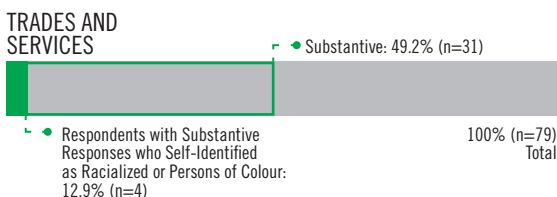
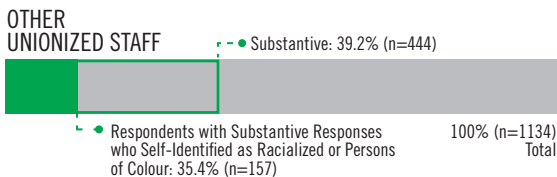
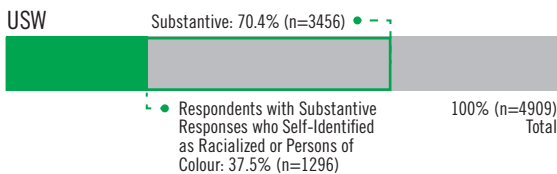
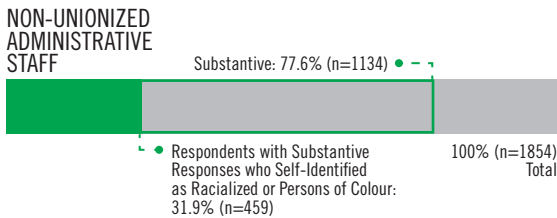
## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

**35.7% (n=1916)** of all appointed staff self-identified as Racialized or Persons of Colour.

Employment Group Breakdown:



**+5.1%** **Notable Change:** Trades and Services staff who self-identified as Racialized or Persons of Colour increased by 5.1% from the previous reporting period.

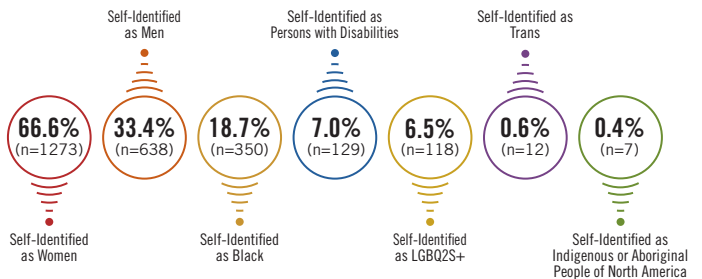
**+1.5%** **Notable Change:** USW staff who self-identified as Racialized or Persons of Colour increased by 1.5% from the previous reporting period.

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as Racialized or Persons of Colour who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSON OF COLOUR

Of all appointed staff who self-identified as Racialized or Person of Colour:



In each case n=the number of respondents who self-identified in each category.

**+1.0%** **Notable Change:** staff who self-identified as Black increased by 1% from the previous reporting period.

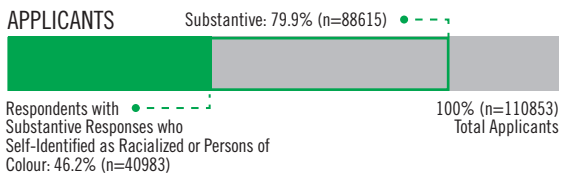
## OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff new hires who self-identified as Racialized or Persons of Colour (or 40.6%) exceeds the proportion of the same groups' exits (or 33.4%) from the University by 7.2%.

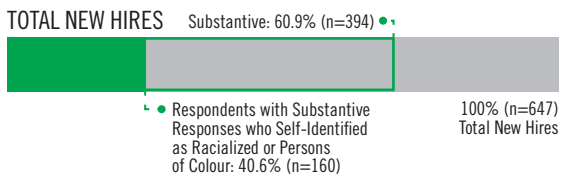
### SUMMARY OF APPLICANTS:

In 2020, there were 110,853 applicants to staff job opportunities with the University. Of these, 100018 (or 90.2%) responded substantively to the survey and 88615 responded substantively to this question.



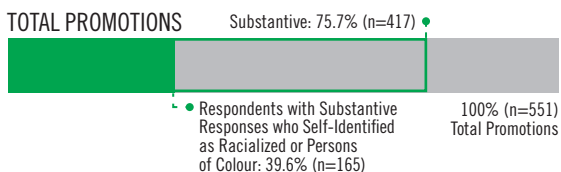
### SUMMARY OF NEW HIRES:

In 2020, there were 647 new hires to the University. Of these, 414 (or 64%) responded substantively to the survey and 394 responded substantively to this question.



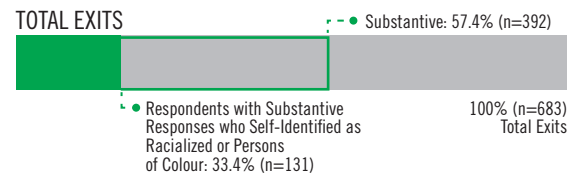
### SUMMARY OF PROMOTIONS:

In 2020, 551 staff received promotions. Of these, 428 (or 77.7%) substantively responded to the survey and 417 responded substantively to this question.



### SUMMARY OF EXITS:

In 2020, there were 683 staff who left the University. Of these, 412 (or 60.3%) substantively responded to the survey and 392 responded substantively to this question.



**+0.8%** **Notable Change:** applicants who self-identified as Racialized or Persons of Colour increased slightly by 0.8% from the previous reporting period.

**+0.9%** **Notable Change:** staff who self-identified as Racialized or Persons of Colour and were a new hire to the University increased by 0.9% from the previous reporting period.

**+10.2%** **Notable Change:** staff who self-identified as Racialized or Persons of Colour and received a promotion within the University increased by 10.2% from the previous reporting period.

**+5.6%** **Notable Change:** staff who self-identified as Racialized or Persons of Colour and left the University increased by 5.6% from the previous reporting period.

**Applicants:** n=the number of individuals who applied to staff job opportunities with the University

**New Hires:** n=the number of respondents who were a new hire to the University

**Promotions:** n=the number of respondents who received a promotion within the University

**Exits:** n=the number of respondents who left the University



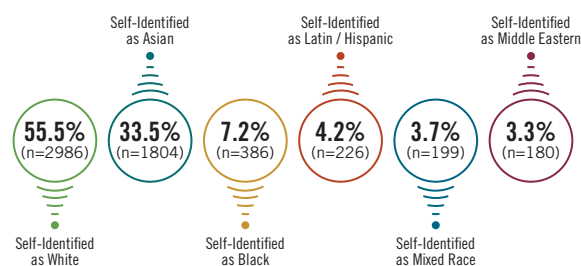
Photo Credit: UTM Marketing & Communications

## OUR ETHNOCULTURAL IDENTITIES: APPOINTED STAFF

This section focuses on the general ethnocultural identity of appointed staff at the University of Toronto. Responses indicating “I choose not to answer” are not included in percentage calculations.

For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

### APPOINTED STAFF: ETHNOCULTURAL IDENTITIES



In each case n=the number of respondents who self-identified in each category.

# BLACK

This section focuses on the sub-category of individuals who self-identified as Black. This information is included in the overall assessment of ethnocultural identities but has been highlighted specifically to support parallel initiatives underway at the University analyzing the experience of Black colleagues.

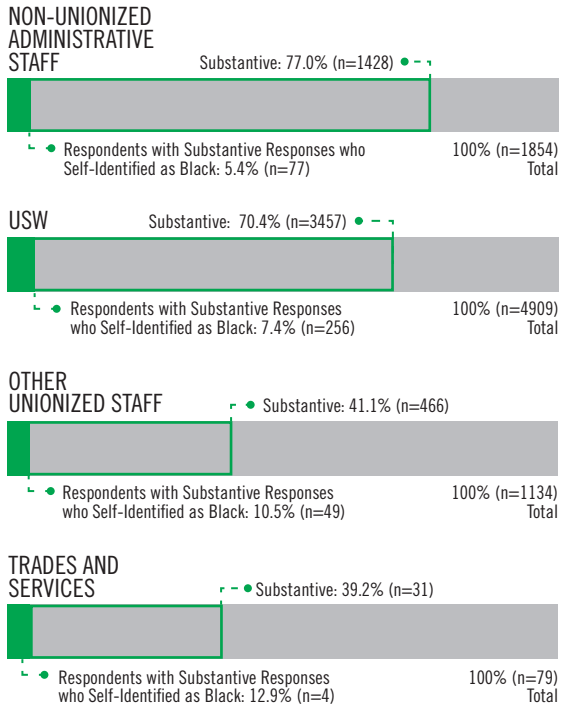
## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS BLACK

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS BLACK

7.2% (n=386) of all appointed staff self-identified as Black.

Employment Group Breakdown:

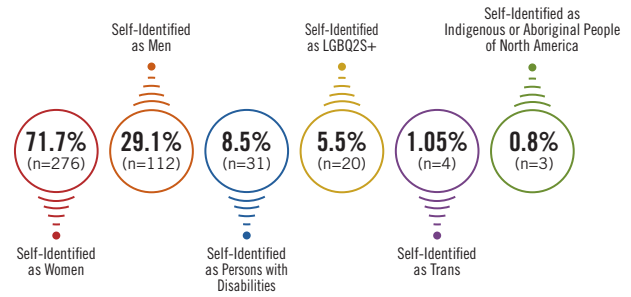


## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS BLACK

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as Black who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS BLACK

Of all appointed staff who self-identified as Black:



In each case n=the number of respondents who self-identified in each category.

**-1.4%** **Notable Change:** staff who self-identified as Black and as Women decreased by 1.4% from the previous reporting period.

**+1.6%** **Notable Change:** staff who self-identified as Black and as Men increased by 1.6% from the previous reporting period.

**ON PAR** **No Notable Change:** who self-identified as Black and as Persons with Disabilities were on par with previous reporting period (i.e. no notable change).

In each case n=the number of respondents who self-identified in each category.



Photo Credit: UTM Marketing & Communications

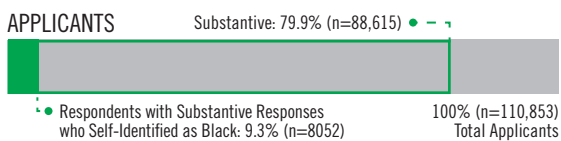
## OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS BLACK

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff new hires who self-identified as Black (10.6%) exceeds the proportion of the same group's exits (5.1%) from the University by 5.5%.

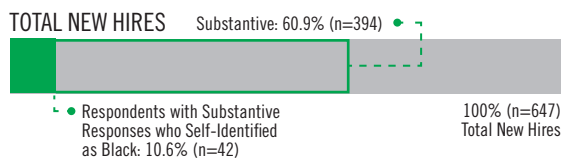
### SUMMARY OF APPLICANTS:

In 2020, there were 110,853 applicants to staff job opportunities with the University. Of these, 100,018 (90.2%) responded substantively to the survey and 88,615 responded substantively to this question.



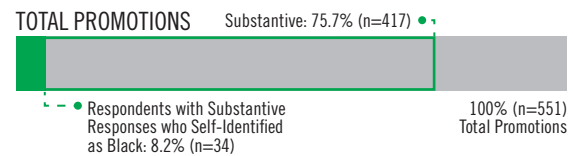
### SUMMARY OF NEW HIRES:

In 2020, there were 647 new hires to the University. Of these, 414 (64%) responded substantively to the survey and 395 responded substantively to this question.



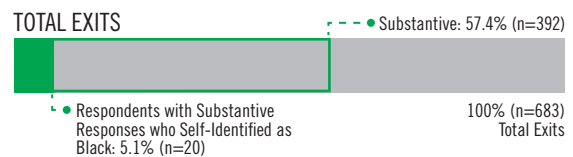
### SUMMARY OF PROMOTIONS:

In 2020, 551 staff received promotions. Of these, 428 (77.7%) substantively responded to the survey and 413 responded substantively to this question.



### SUMMARY OF EXITS:

In 2020, there were 683 staff who left the University. Of these, 412 (60.3%) substantively responded to the survey and 393 responded substantively to this question.



**+2.6%**

**Notable Change:** staff who self-identified as Black and received a promotion within the University increased by 2.6% from the previous reporting period.

**Applicants:** n= the number of individuals who applied to staff job opportunities with the University

**New Hires:** n= the number of respondents who were a new hire to the University

**Promotions:** n= the number of respondents who received a promotion within the University

**Exits:** n= the number of respondents who left the University



Photo Credit: UTM Marketing & Communications

# INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

This category captures persons who identified as First Nations (status, non-status, treaty, or non-treaty), Métis, Inuit, or Native American (United States). This self-identification area was updated in 2017 to better align with North American Indigenous or Aboriginal communities' definitions.

Employees identifying as Indigenous or Aboriginal People of North America can identify in any other categories that help inform their own social identities.

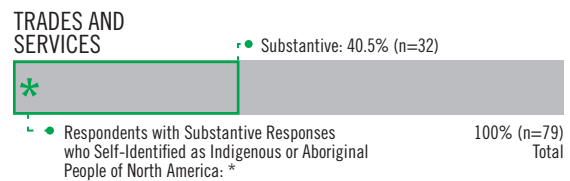
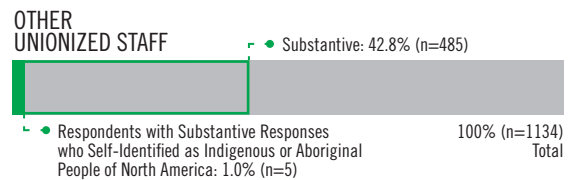
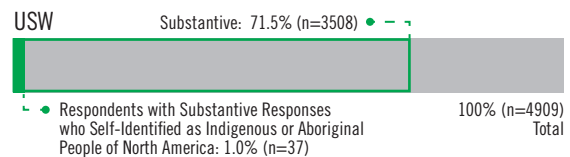
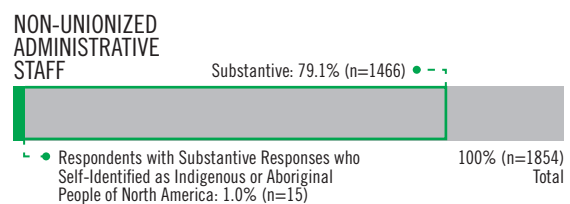
## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

**1.0% (n=57)** of all staff self-identified as Indigenous or Aboriginal People of North America.

#### Employment Group Breakdown:



\*Note: not reportable due to the small sample size.





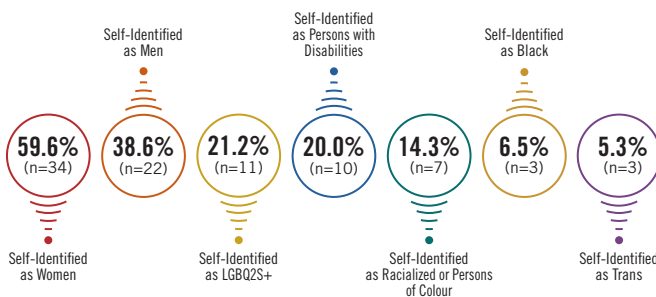
Photo Credit: UTM Marketing & Communications

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as Indigenous or Aboriginal People of North America who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Of all appointed staff who self-identified as Indigenous or Aboriginal People of North America:



In each case n=the number of respondents who self-identified in each category.

**+4.1%** **Notable Change:** staff who self-identified as Indigenous or Aboriginal People of North America and as Racialized increased by 4.1% from the previous reporting period.

**+6.5%**

**Notable Change:** staff who self-identified as Indigenous or Aboriginal People of North America and as Black increased by 6.5% from the previous reporting period.

**-2.3%**

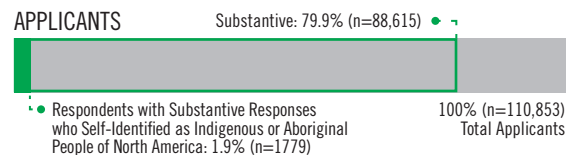
**Notable Change:** staff who self-identified Indigenous or Aboriginal People of North America and as LGBTQ2S+ decreased by 2.3% from the previous reporting period.

## OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

### SUMMARY OF APPLICANTS:

In 2020, there were 110,853 applicants to staff job opportunities with the University. Of these, 100,018 (90.2%) responded substantively to the survey and 93,563 responded substantively to this question.



• Respondents with Substantive Responses who Self-Identified as Indigenous or Aboriginal People of North America: 1.9% (n=1779)

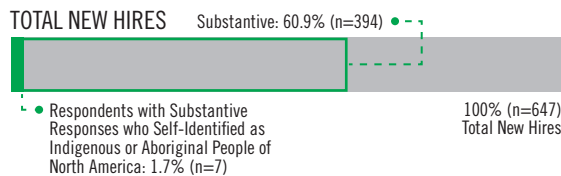
100% (n=110,853) Total Applicants



Photo Credit: UTM Marketing & Communications

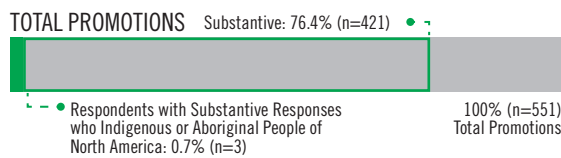
### SUMMARY OF NEW HIRES:

In 2020, there were 647 new hires to the University. Of these, 414 (64%) responded substantively to the survey and 390 responded substantively to this question.



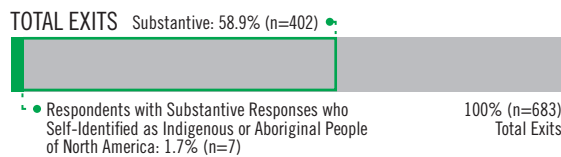
### SUMMARY OF PROMOTIONS:

In 2020, 551 staff received promotions. Of these, 428 (77.7%) substantively responded to the survey and 421 responded substantively to this question.



### SUMMARY OF EXITS:

In 2020, there were 683 staff who left the University. Of these, 412 (60.3%) substantively responded to the survey and 402 responded substantively to this question.



\*Note: not reportable due to the small sample size.

**ON PAR** **No Notable Change:** staff who self-identified as Indigenous or Aboriginal People of North America and left the University is on par with the previous reporting period (i.e. no notable change).

**Applicants:** n= the number of individuals who applied to staff job opportunities with the University

**New Hires:** n= the number of respondents who were a new hire to the University

**Promotions:** n= the number of respondents who received a promotion within the University

**Exits:** n= the number of respondents who left the University

# PERSONS WITH DISABILITIES

This category captures those who have long-term recurring physical, mental, sensory, psychiatric, and/or learning impairment(s), and/or believe that an employer is likely to consider them to be disadvantaged.

Employees could self-identify as having a visible disability and/or a non-visible disability.

Employees identifying as persons with disabilities can identify in any other categories that help inform their own social identities.

## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED WITH DISABILITIES

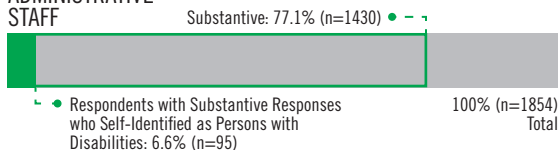
Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED WITH DISABILITIES

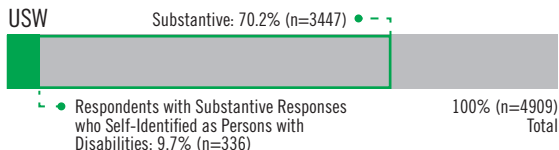
**8.6% (n=463)** of staff self-identified as a person with disabilities.

Employment Group Breakdown:

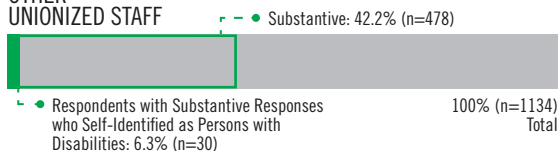
#### NON-UNIONIZED ADMINISTRATIVE STAFF



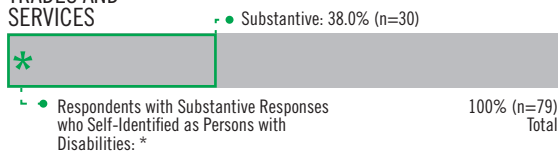
#### USW



#### OTHER UNIONIZED STAFF



#### TRADES AND SERVICES



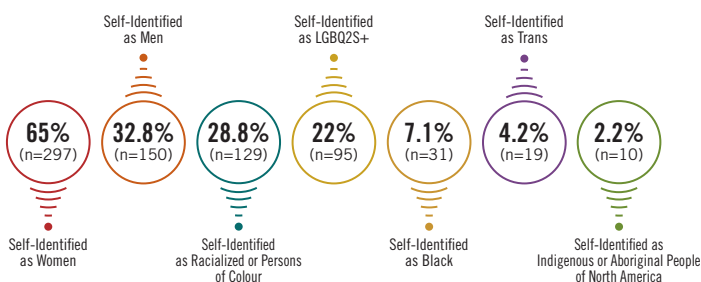
\*Note: not reportable due to the small sample size.

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified with disabilities who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Of all appointed staff who self-identified as Persons with Disabilities:



In each case n=the number of respondents who self-identified in each category.

**+3.0%** **Notable Change:** staff who self-identified as Persons with Disabilities and as Racialized or Persons of Colour increased by 3% from the previous reporting period.

**+2.4%** **Notable Change:** staff who self-identified as Persons with Disabilities and Trans increased by 2.4% from the previous reporting period.



Photo Credit: UTM Marketing & Communications

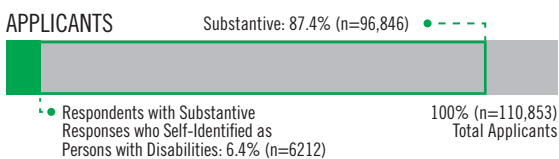
## OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff exits who self-identified as persons with disabilities (11.2%) exceeds the proportion of the same group's new hires (9.4%) from the University by 1.8%.

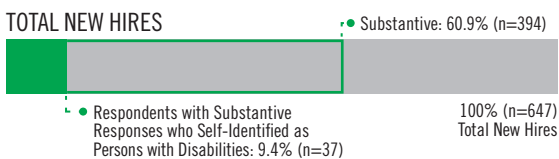
### SUMMARY OF APPLICANTS:

In 2020, there were 110,853 applicants to staff job opportunities with the University. Of these, 100,018 (90.2%) responded substantively to the survey and 96,846 responded substantively to this question.



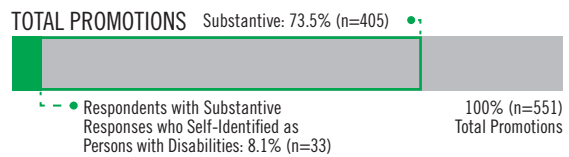
### SUMMARY OF NEW HIRES:

In 2020, there were 647 new hires to the University. Of these, 414 (64%) responded substantively to the survey and 394 responded substantively to this question.



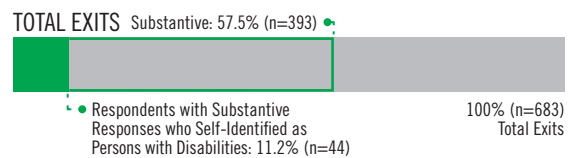
### SUMMARY OF PROMOTIONS:

In 2020, 551 staff received promotions. Of these, 428 (77.7%) substantively responded to the survey and 405 responded substantively to this question.



### SUMMARY OF EXITS:

In 2020, there were 683 staff who left the University. Of these, 412 (60.3%) substantively responded to the survey and 393 responded substantively to this question.



**-1.8%** **Notable Change:** staff who self-identified as persons with disabilities and were a new hire to the University decreased by 1.8% from the previous reporting period.

**Applicants:** n= the number of individuals who applied to staff job opportunities with the University

**New Hires:** n= the number of respondents who were a new hire to the University

**Promotions:** n= the number of respondents who received a promotion within the University

**Exits:** n= the number of respondents who left the University



Photo Credit: Scott Norsworthy

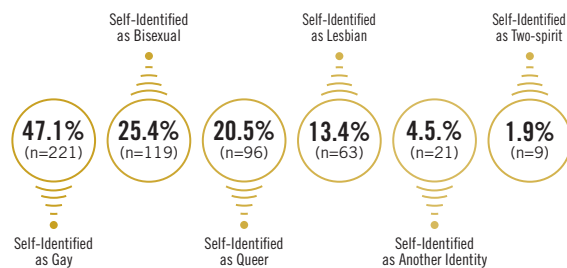
# SEXUAL ORIENTATION

There is no explicit definition of “sexual orientation” by the Ontario Human Rights Code as the Code acknowledges the wide range “of human sexuality from gay and lesbian to bisexual and heterosexual orientations, including intimate emotional and romantic attachments and relationships.”

For this survey, employees could select any combination of sexual orientation from an expanded list, including gay, lesbian, straight/heterosexual, bisexual, queer, two-spirit, and another identity (with specification option). LGBTQ2S+ refers to persons who identify with a sexual orientation(s) other than heterosexual.

Employees identifying as LGBTQ2S+ can identify any other categories that help inform their own social identities.

## OUR LGBTQ2S+ STAFF COMMUNITY:



In each case n=the number of respondents who self-identified in each category.

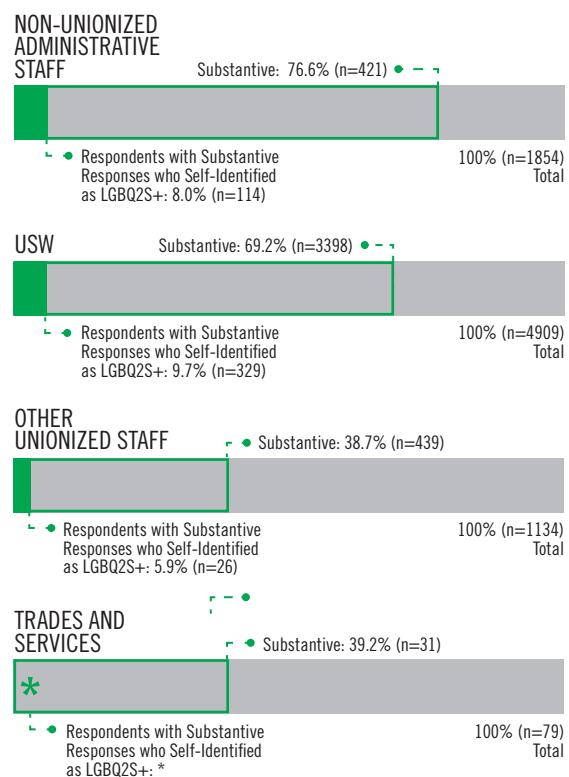
## REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS LGBTQ2S+

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: STAFF WHO SELF-IDENTIFIED AS LGBTQ2S+

**8.9% (n=469)** of staff self-identified as LGBTQ2S+.

Employment Group Breakdown:



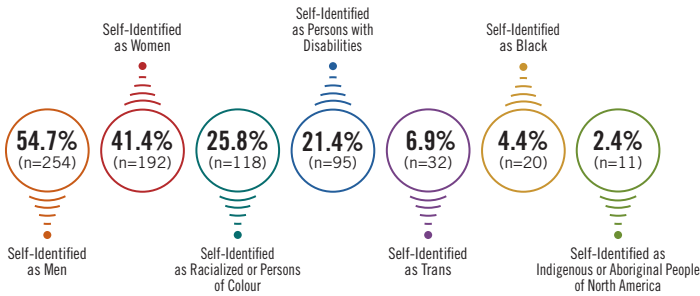
\*Note: not reportable due to the small sample size.

## INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS LGBTQ2S+

Identifying the types of intersectional identities that exist among our staff enables us to better understand the experiences of staff who self-identified as LGBTQ2S+ who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: STAFF WHO SELF-IDENTIFIED AS LGBTQ2S+

Of all appointed staff who self-identified as LGBTQ2S+:



In each case n=the number of respondents who self-identified in each category.

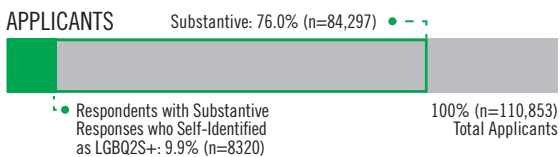
## OUR CHANGING COMMUNITY: STAFF WHO SELF-IDENTIFIED AS LGBTQ2S+

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

The proportion of staff new hires who self-identified as LGBTQ2S+ (13.6%) exceeds the proportion of the same groups' exits (11.1%) from the University.

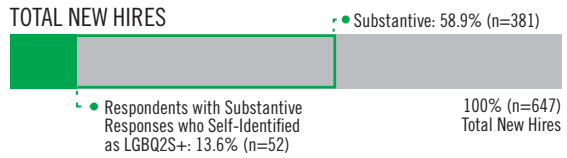
### SUMMARY OF APPLICANTS:

In 2020, there were 110,853 applicants to staff job opportunities with the University. Of these, 100,018 (90.2%) responded substantively to the survey and 84,297 responded substantively to this question.



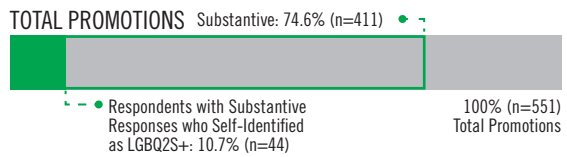
### SUMMARY OF NEW HIRES:

In 2020, there were 647 new hires to the University. Of these, 414 (64%) responded substantively to the survey and 381 responded substantively to this question.



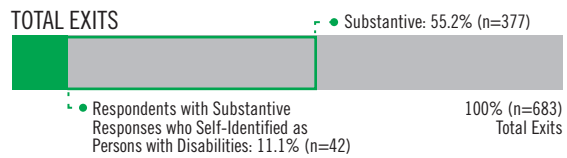
### SUMMARY OF PROMOTIONS:

In 2020, 551 staff received promotions. Of these, 428 (77.7%) substantively responded to the survey and 411 responded substantively to this question.



### SUMMARY OF EXITS:

In 2020, there were 683 staff who left the University. Of these, 412 (60.3%) substantively responded to the survey and 377 responded substantively to this question.



**+2.0%** **Notable Change:** staff who self-identified as LGBTQ2S+ and were a new hire to the University increased by 2% from the previous reporting period.

**-3.8%** **Notable Change:** staff who self-identified as LGBTQ2S+ and received a promotion within the University decreased by 3.8% from the previous reporting period.

**ON PAR** **No Notable Change:** staff who self-identified as LGBTQ2S+ and left the University remained on par with the previous reporting period with no change noted.

**Applicants:** n= the number of individuals who applied to staff job opportunities with the University

**New Hires:** n= the number of respondents who were a new hire to the University

**Promotions:** n= the number of respondents who received a promotion within the University

**Exits:** n= the number of respondents who left the University

# CHAPTER 3: APPOINTED FACULTY AND LIBRARIANS

## SCOPE

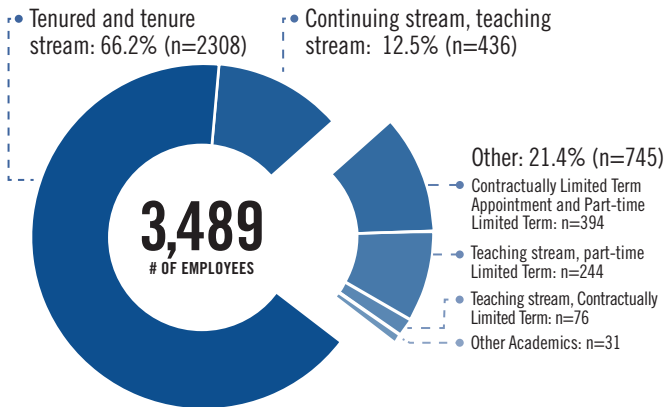
This chapter focuses specifically on faculty and librarians based on their responses to the University's Equity Survey as of December 31, 2020. This is the second report to focus in detail on how faculty and librarian survey respondents self-identified in response to the six survey questions. For the purposes of this report, faculty refers to appointed faculty across all ranks. This includes all full-time faculty appointed in the tenure stream and continuing stream, teaching stream faculty who are shown separately.

For the purposes of reporting on survey data, all contractually limited term faculty and all part-time limited term faculty are shown as "Other". This group also includes a limited number of clinical faculty for whom the University of Toronto serves as the employer.

This chapter also reports on both permanent status or permanent status stream, and non permanent status stream librarians at all ranks (Lib I, Lib II, Lib III, Lib IV).

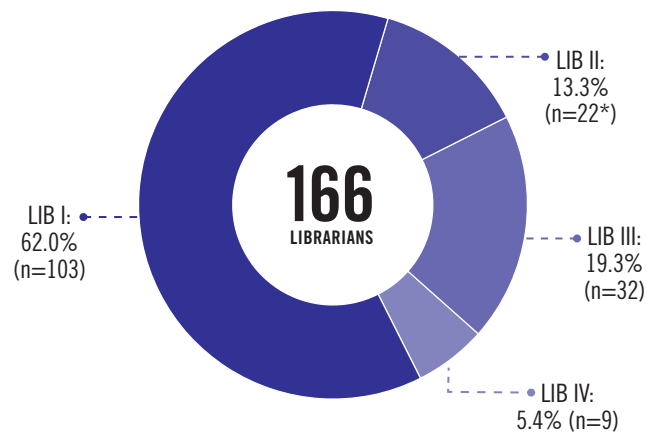
## APPOINTED FACULTY POPULATION

The population referred to is effective December 31, 2020, and includes 3489 appointed faculty.



## LIBRARIAN POPULATION

The population referred to includes 166 librarians. This includes both permanent status and permanent status stream librarians and non permanent status stream librarians.



\*LIB II includes 22 non permanent status stream

## HIGHLIGHTS

There have been no significant changes in how appointed faculty and librarians self-identify between the previous report (2019) and this report (2020). Overall, both the counts and percentages for all appointed faculty categories have increased except for those appointed faculty who self-identify as men (the percentage of appointed faculty who self-identified as men stayed constant at 52% although the actual number of faculty who self-identified as men increased from 1168 to 1214). Similarly, there were no significant changes noted among librarian respondents.

### A. THE DIVERSITY OF FACULTY IN CONTINUING APPOINTMENTS

Overall, faculty in continuing appointments (which include tenured/tenure stream faculty and teaching stream faculty in the continuing stream) are as, or more, diverse than faculty in contractually limited term appointments and part-time positions in either stream based on survey responses. This statement relates to the population of respondents, recognizing that the profile of faculty within specific fields, academic units, or ranks varies across the University.

### B. WE HAVE SEEN AN INCREASE IN THE NUMBER OF FACULTY WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA:

The number of faculty who self-identified as Indigenous or Aboriginal People of North America has increased over previous years from 9 (0.61%) in 2017 to 25 (1.13%) in 2019 and 31 (1.3%) in 2020.

### C. A COMPARABLE PERCENTAGE OF FACULTY SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR ACROSS THE TRI-CAMPUS WITH A SLIGHTLY HIGHER PERCENTAGE AT UTSC:

The percentage of faculty who self-identified as Racialized or Persons of Colour (21.5% (n=361) UTSG, 21.7% (n=68) UTM, 24.5% (n=67) UTSC) has increased slightly and is remarkably similar across all three campuses, with a slightly higher percentage at UTSC compared to the other campuses in 2020.





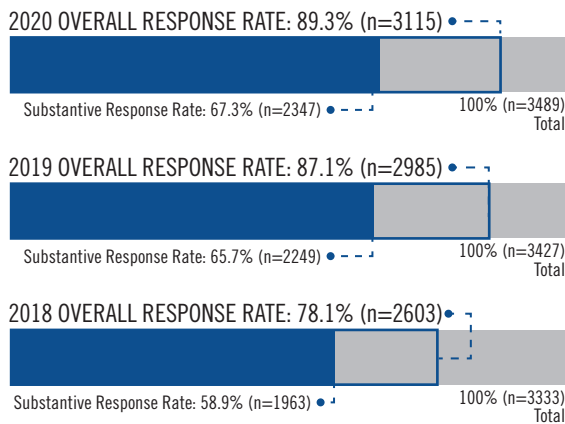
Photo Credit: UTM Marketing & Communications

## RESPONSE RATES

The initial faculty response rate of all appointed faculty for the first year of this survey in 2016-17 was 59%. This response rate increased to 78.1% in 2017-18, 87.1% in 2019, and 89.3% (n=3115) in 2020. The proportion of librarians who have responded has also increased to an impressive 94% (n=156).

It is important to highlight that the general response rate includes faculty and librarians who may have responded “I choose not to answer.” Consequently, considering what the equity data tells us about the population of faculty and librarians, it is important to focus on the “substantive response rate.” In breaking down respondents by equity categories, responses indicating, “I choose not to answer” are not included.

### APPOINTED FACULTY RESPONSE RATE



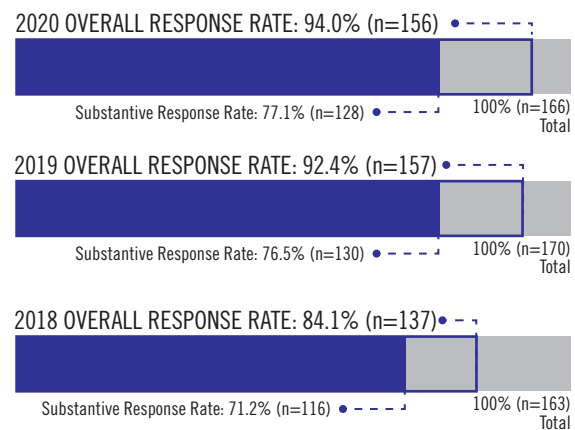
**+2.2%**  
(n=130)

The current overall survey response rate of 89.3% (n=3115) represents a 2.2% (n=130) improvement over the previous year’s rate of 87.1% (n=2985).

**+1.6%**  
(n=98)

The current substantive rate of 67.3% is up 1.6% (n=98) from the previous year (65.7%).

### LIBRARIAN RESPONSE RATE



**ON PAR**

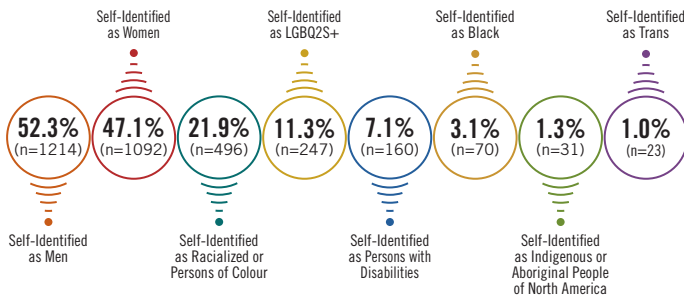
The response rate amongst librarians has remained consistent, with a slightly smaller total population.



Photo Credit: UTM Student Recruitment & Admissions

## BREAKDOWN OF RESPONSE RATES

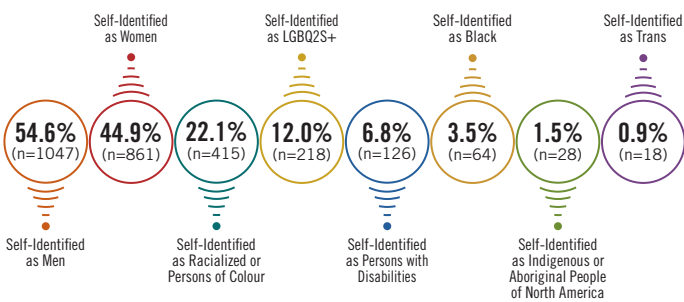
### ALL APPOINTED FACULTY



The above are some of the ways in which appointed faculty self-identified. The relative order and size of the categories has not changed significantly from the 2019.

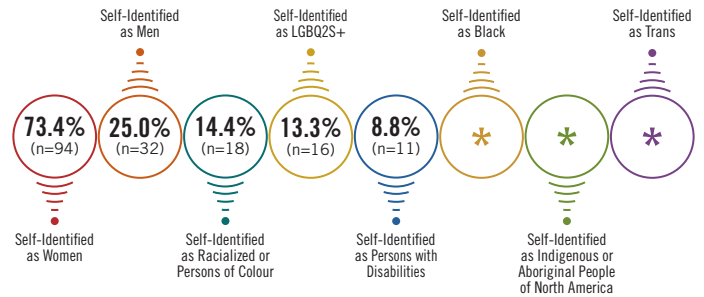
In each case n=the number of respondents who self-identified in each category.

### ONLY TENURE STREAM AND CONTINUING STREAM, TEACHING STREAM FACULTY



Here again, the relative order and size of the categories has not changed significantly from the 2019. In each case n=the number of respondents who self-identified in each category.

### LIBRARIANS



The above are some of the ways in which librarians self-identified. The relative order and size of the categories has not changed significantly from the 2019.

\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

# GENDER AND GENDER IDENTITIES

This category captures a person's internal and individual experience of gender. It includes a person's sense of being a Woman, a Man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same or different from their birth-assigned sex. Employees were able to select any combination of an expanded list of gender and gender identities, including Trans, Two-Spirit, and another gender identity (with specification option). For this report Trans includes those who self-identified as Trans, Two-Spirit or another gender identity.

Employees identifying as Women, Men, or Trans can identify in any number of other categories that help inform their own social identities. Responses indicating "I choose not to answer" are not included in percentage calculations.

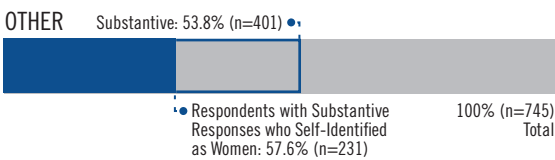
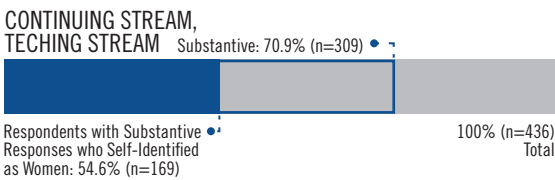
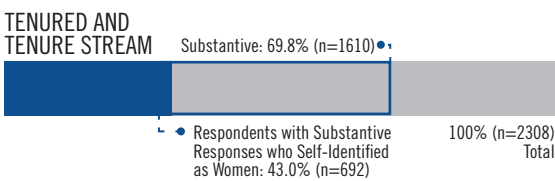
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: ALL APPOINTED FACULTY WHO SELF-IDENTIFIED AS WOMEN

**47.1% (n=1092)** of all appointed faculty respondents self-identified as Women.

Appointment Category Breakdown:

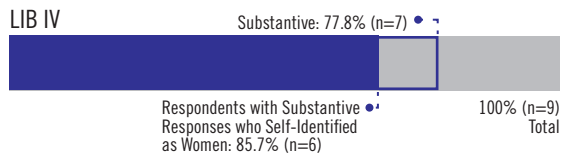
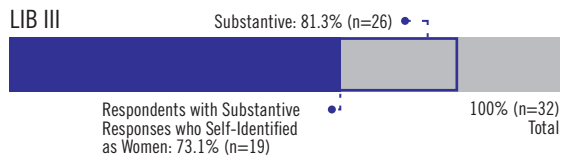
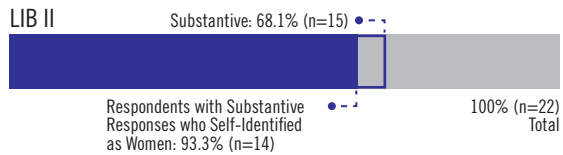
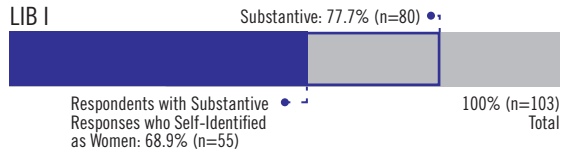


The representation rate of faculty who self-identified as Women (47.1%, n=1092) did not notably change from the previous period reported (46.9%, n=1043).

### REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

**73.4% (n=94)** of all librarian respondents self-identified as Women.

Breakdown by Rank:



The representation rate of librarians who self-identified as Women (73.4%, n=94) decreased by 2% compared to the previous reporting period (75.4%, n=98).



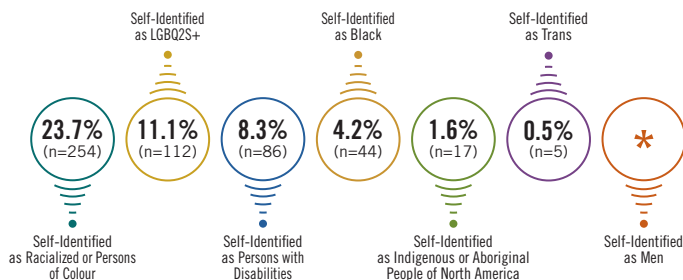
Photo Credit: Ken Jones

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of women who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS WOMEN

Of all appointed faculty respondents who self-identified as Women:



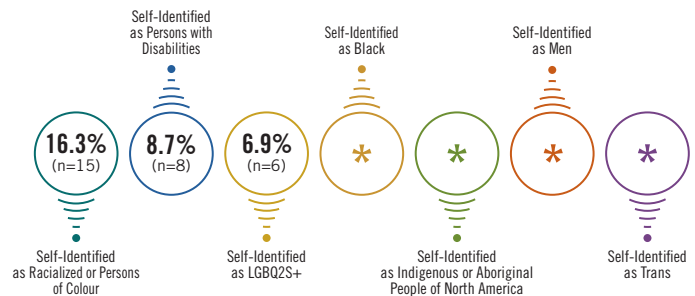
\*Note: not reportable due to small sample size.

In each case n=the number of respondents who self-identified in each category.

The percentage of faculty members who self-identified as Women and Racialized or Persons of Colour increased by 1.4% (n=25) from 22.3% (n=229) to 23.7% (n=254) in the previous period reported.

## INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Of all librarian respondents who self-identified as Women:



\*Note: not reportable due to the small sample size.



Photo Credit: Stephen Dagg

## REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It enables us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Gap Analysis is available in Appendix E.

**+3.0%**

Faculty who self-identified as women exceeded the anticipated representation rate by 3%, a slight decrease from 4% in 2019.

**-8.0%**

Librarians who self-identified as Women fell below the anticipated representation rate by 8%, down from plus 19% the previous year. The extent of this change reflects a change in the population comparator and not a significant change in the U of T librarian population. Previously, the population used was a general professional category. As of 2020, we can compare U of T Librarians to the category “librarian” nationally and find that we have fewer librarians who self-identified as Women than is the case in the population as a whole.

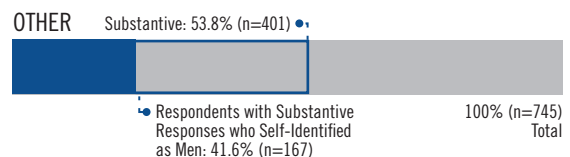
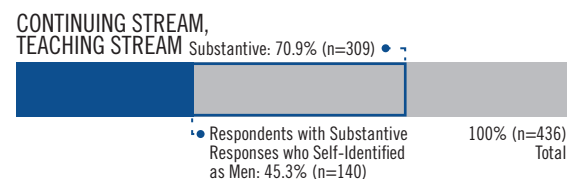
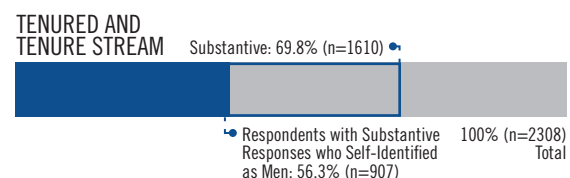
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS MEN

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS MEN

**52.3% (n=1214)** of all appointed faculty respondents self-identified as Men.

Appointment Category Breakdown:

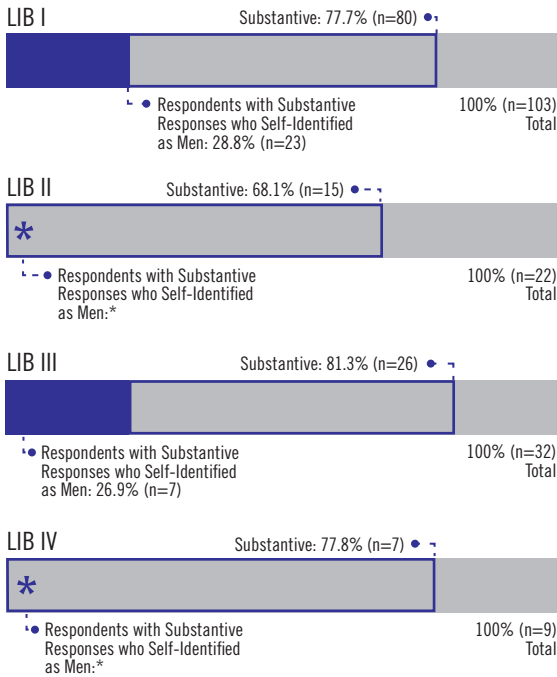


The representation rate of faculty who self-identified as Men (52.3%, n=1214) stayed fairly constant as a percentage of the total population although the total number increased slightly (n=46) from the previous period reported (52.6%, n=1168).

## REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS MEN

25% (n=32) of all librarian respondents self-identified as Men.

Breakdown by rank:



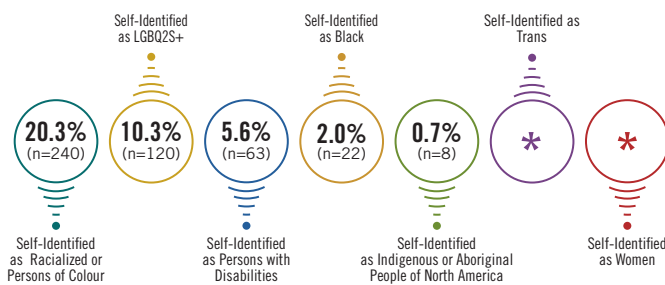
\*Note: not reportable due to the small sample size.

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS MEN

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of men who may also self-identify as members of designated groups. We use this information to inform our programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS MEN

Of all appointed faculty respondents who self-identified as Men:



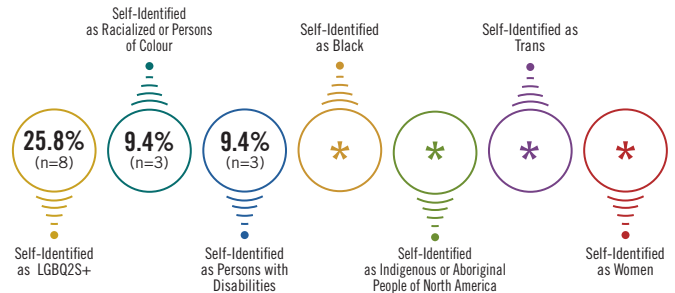
\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

The percentage of faculty members who self-identified as Men and Racialized or Persons of Colour increased by 1.3% (n=24) from 19% (n=216) to 20.3% (n=240) compared to the previous period reported.

### INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS MEN

Of all librarian respondents who self-identified as Men:



\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

The percentage of librarians who self-identified as men and Racialized or Persons of Colour decreased by 3.6% (n=1) from 13% (n=4) in the previous period reported to 9.4% (n=3). The percentage of librarians who self-identified as Men and LGBTQ2S+ increased by 5.1% from 20.7% (n=6) in the previous period reported to 25.8% (n=8) in 2020.



Photo Credit: University of Toronto Communications

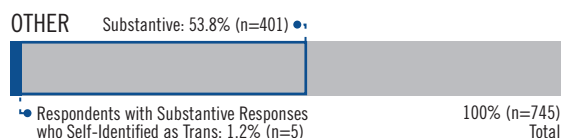
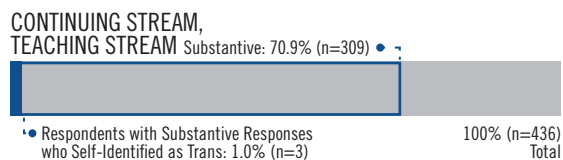
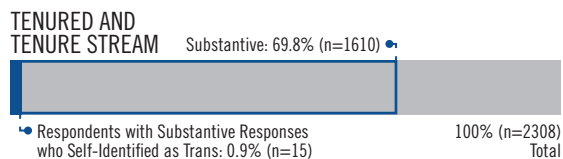
## REPRESENTATION ANALYSIS: FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS TRANS

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS TRANS

**1.0% (n=23)** of all appointed faculty respondents self-identified as Trans.

Appointment Category Breakdown:

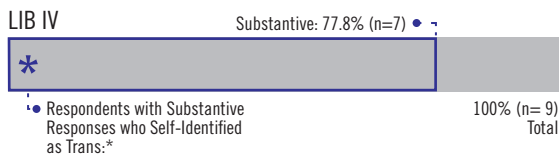
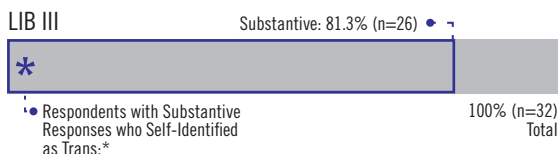
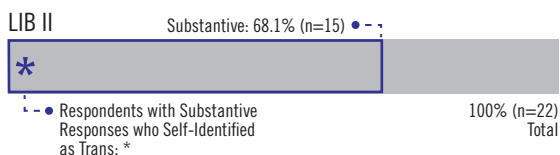
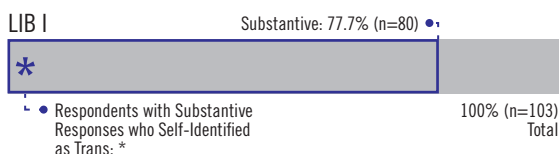


\*Note: not reportable due to the small sample size.

The representation rate of faculty who self-identified as Trans (1.0%, n=23) did not change notably from the previous period reported (0.9%, n=19). There were no notable changes in the representation of faculty who self-identified as Trans across the employee subgroups.

### REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS TRANS

Breakdown by Rank:



\*Note: not reportable due to the small sample size.



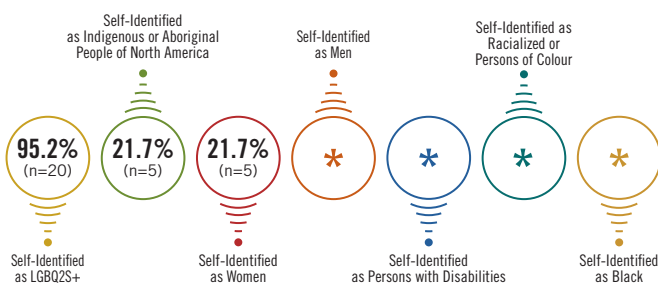
Photo Credit: Stephen Dagg

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS TRANS

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of men and other designated groups, and we use this information to inform our programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS TRANS

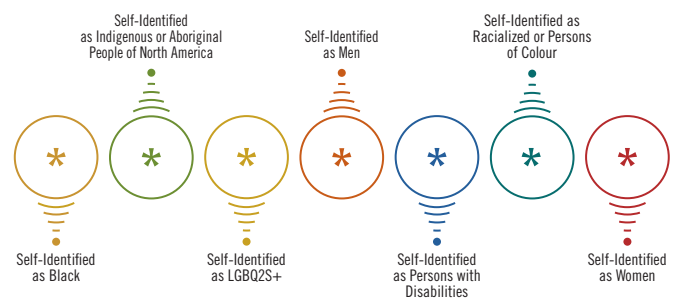
Of all appointed faculty respondents who self-identified as Trans:



\*Note: not reportable due to the small sample size.

### INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS TRANS

Of all appointed librarian respondents who self-identified as Trans:



\*Note: not reportable due to the small sample size.



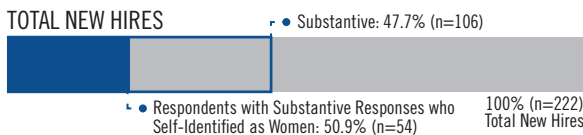
## OUR CHANGING COMMUNITY: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS WOMEN

Annually, new faculty are hired, existing faculty progress through the ranks, and some faculty leave. The same is the case for librarians.

### APPOINTED FACULTY

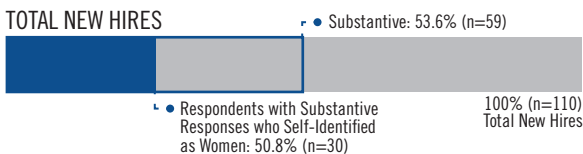
#### SUMMARY OF NEW HIRES: ALL APPOINTED FACULTY

In the 2020 calendar year, 222 new faculty (in both the tenure stream and continuing stream, teaching stream appointments as well as part-time and contractually limited term appointments in both streams) began employment at the University. Of these new faculty, 108 (or 48.6%) appointed faculty responded substantively to the survey, and 106 responded substantively including to this question.



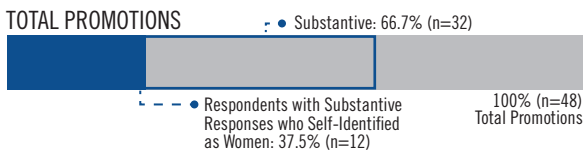
#### SUMMARY OF NEW HIRES: ONLY TENURE STREAM AND CONTINUING STREAM, TEACHING STREAM FACULTY

Of those who began continuing appointments whether in the tenure stream or continuing stream teaching stream, 30 (or 50.8%) respondents self-identified as Women.



#### SUMMARY OF PROMOTIONS: ALL APPOINTED FACULTY

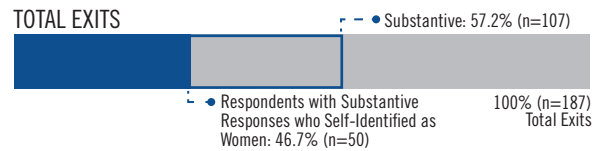
In the 2020 calendar year, 48 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream.\* Of this group, 32 (or 66.7%) responded substantively to the survey and to this question.



\*In most instances this change in rank was effective July 1, 2020 but included dates over the full year. In most instances, the change in rank was as a result of promotion reviews that occurred in the 2019-20 academic year.

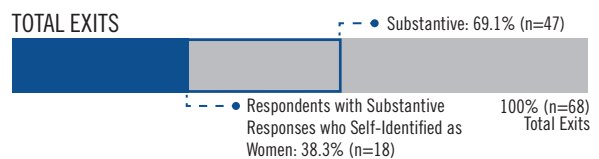
#### SUMMARY OF EXITS: ALL APPOINTED FACULTY

In 2020, 187 faculty ended their employment at the University. Of those who left the University, 109 (or 58.3%) had previously responded substantively to the survey. Of these, 107 responded to this question.



#### SUMMARY OF EXITS: ONLY TENURE STREAM AND CONTINUING STREAM, TEACHING STREAM FACULTY

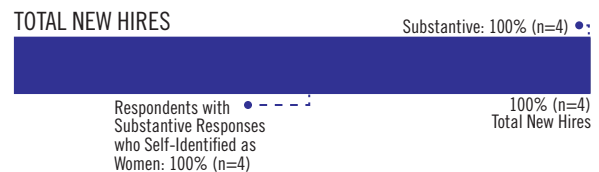
Of the 187 who left the University, 68 were in continuing positions.



### LIBRARIANS

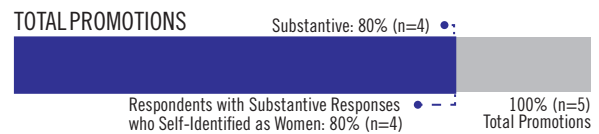
#### SUMMARY OF NEW HIRES: LIBRARIANS

In 2020, 4 new librarians began employment at the University.



#### SUMMARY OF PROMOTIONS: LIBRARIANS

In 2020, 5 librarians were promoted within the University.



#### SUMMARY OF EXITS: LIBRARIANS

In 2020, 7 librarians ended their employment at the University.



# RACIALIZED OR PERSONS OF COLOUR

This category captures information about people who self-identified as Racialized or Persons of Colour and self-identified as non-Caucasian or non-white, regardless of place of birth or citizenship. This category may include those who self-identified as both Racialized or Persons of Colour and Indigenous or Aboriginal People of North America.

Employees identifying as Racialized or Persons of Colour can identify in any number of other categories that help inform their own social identities.

Of all faculty and librarians surveyed 21.5% (n=514) self-identified as Racialized or Persons of Colour including 21.9% (n=496) of appointed faculty and 14.4% (n=18) of librarians. Employees identifying as Racialized or Persons of Colour can identify in any other categories that help inform their own social identities. Responses indicating, "I choose not to answer" are not included in percentage calculations.

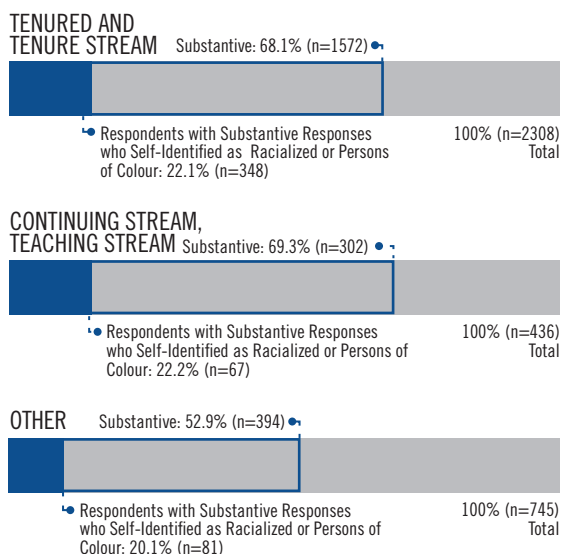
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

**21.9% (n= 496)** of all appointed faculty self-identified as Racialized or Persons of Colour.

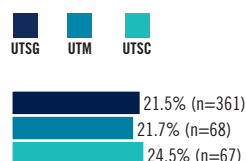
Appointment Category Breakdown:



The representation rate of appointed faculty who self-identified as Racialized or Persons of Colour (21.9%, n=496) went up by 1.4% from the previous period reported (20.5%, n=446). There was an increase of 1% in the proportion of tenured and tenure stream faculty who self-identified as Racialized or Persons of Colour.

### TRI-CAMPUS REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

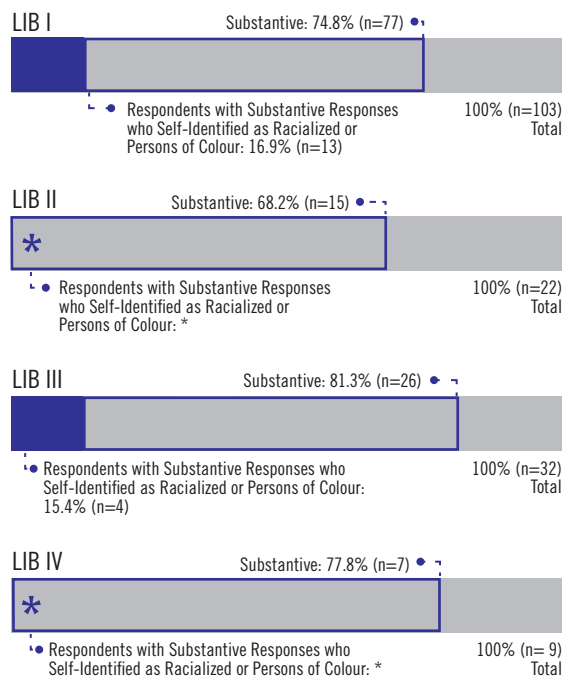
The breakdown of faculty who self-identified as Racialized or Persons of Colour is very similar across the three campuses.



### REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

**14.4% (n=18)** of all librarian respondents self-identified as Racialized or Persons of Colour.

Breakdown by Rank:



\*Note: not reportable due to the small sample size.

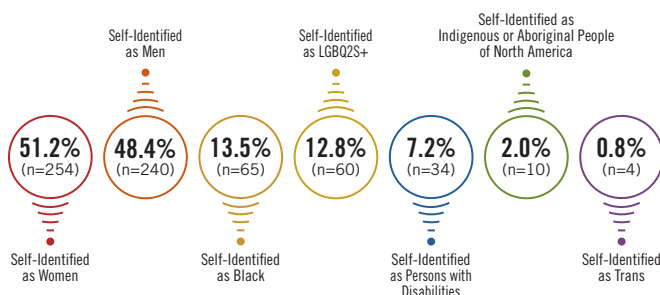
The representation rate of librarians who self-identified as Racialized or Persons of Colour (14.4%, n=18) did not change notably from the previous period reported (15%, n=19).

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of Racialized or Persons of Colour who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: ALL APPOINTED FACULTY WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

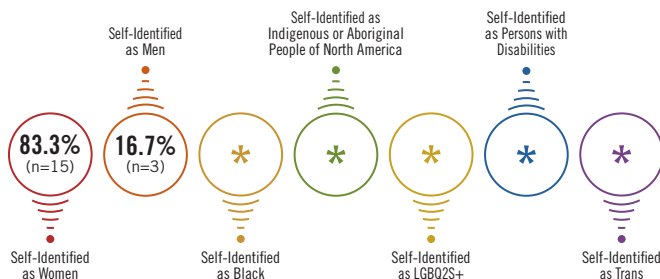
Of all appointed faculty respondents who self-identified as Racialized or Persons of Colour:



In each case n=the number of respondents who self-identified in each category.

### INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Of all librarian respondents who self-identified as Racialized or Persons of Colour:



\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

## REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups.

Our detailed Labour Availability Gap Analysis is available in Appendix E.

**+1.0%** Faculty who self-identified as Racialized or Persons of Colour exceeded the anticipated representation rate by 1%, up from -1% last year.

**+3.0%** Librarians who self-identified as Racialized or Persons of Colour exceeded the anticipated representation rate by 3%, a significant change from -4% the previous year. The extent of this change reflects a change in the population comparator and not a significant change in the U of T librarian population. Previously, the population used was a general professional category. As of 2020, we can compare U of T Librarians to the category “librarian” nationally and find that we have more librarians who self-identified as Racialized or Persons of Colour than is the case in the population as a whole.

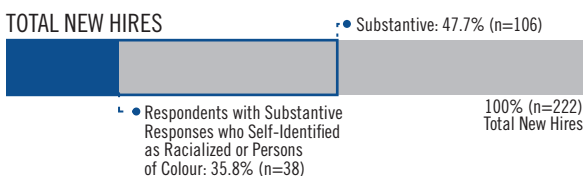
## OUR CHANGING COMMUNITY: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

### APPOINTED FACULTY

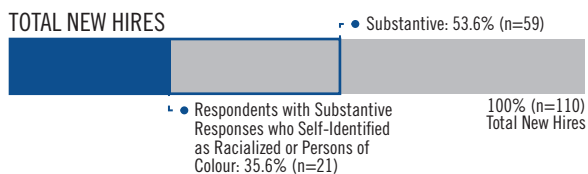
#### SUMMARY OF NEW HIRES: ALL APPOINTED FACULTY

In 2020, 222 new faculty began employment at the University. Of these, 108 (or 48.6 %) responded substantively to the survey and 106 responded substantively to this question.



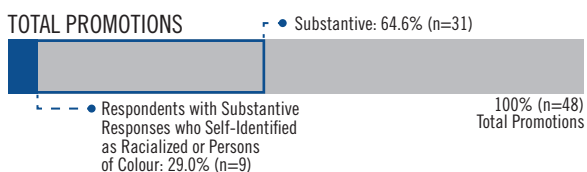
#### SUMMARY OF NEW HIRES: ONLY TENURE STREAM AND CONTINUING STREAM, TEACHING STREAM FACULTY

Of the 110 new hires to tenure stream or continuing stream, teaching stream appointments, 59 responded substantively to this question, of whom 21 (or 35.6%) self-identified as Racialized or Persons of Colour.



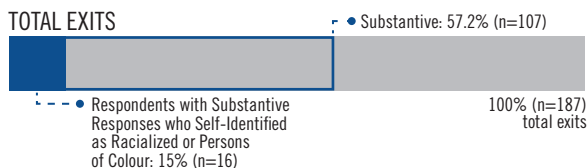
#### SUMMARY OF PROMOTIONS: ALL APPOINTED FACULTY

In 2020, 48 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream. Of these, 32 (or 66.7%) responded substantively to the survey of whom 31 responded to this question.



#### SUMMARY OF EXITS: ALL APPOINTED FACULTY

In 2020, 187 faculty ended their employment at the University. Of these, 109 (or 58.3%) responded substantively to the survey and 107 to this question.



### LIBRARIANS

#### SUMMARY OF NEW HIRES: LIBRARIANS

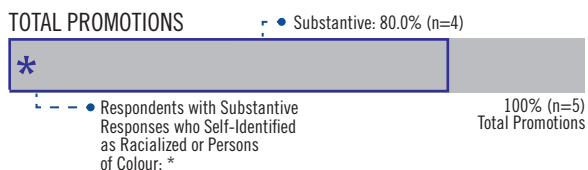
In 2020, 4 new librarians began employment at the University.



\*Note: not reportable due to the small sample size.

#### SUMMARY OF PROMOTIONS: LIBRARIANS

In 2020, 5 librarians were promoted within the University.



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: LIBRARIANS

In 2020, 7 librarians ended their employment at the University.



\*Note: not reportable due to the small sample size.

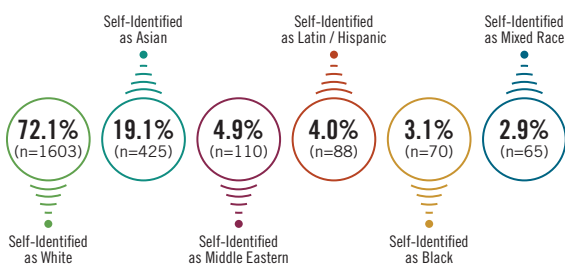


Photo Credit: UTM Marketing & Communications

# OUR ETHNOCULTURAL IDENTITIES

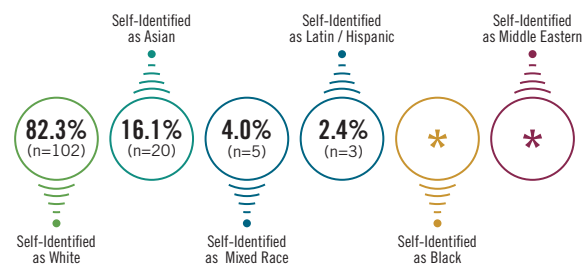
This section focuses on the general ethnocultural identity of appointed staff at the University of Toronto. Responses indicating “I choose not to answer” are not included in percentage calculations. For a detailed breakdown of ethnocultural identities of all employees, please see Appendix A.

## APPOINTED FACULTY



In each case n=the number of respondents who self-identified in each category.

## LIBRARIANS



\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

# BLACK

This section focuses on the sub-category of individuals who self-identified as Black. This information is included in the overall assessment of ethnocultural identities but has been highlighted specifically to support parallel initiatives underway at the University analyzing the experience of Black colleagues.

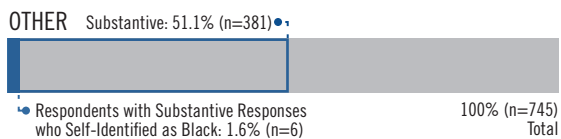
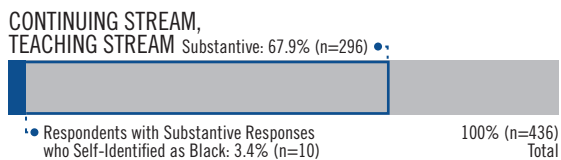
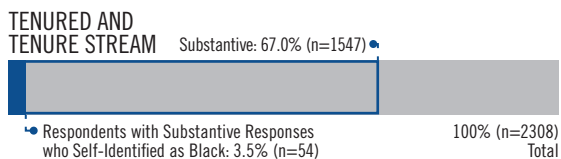
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS BLACK

**3.1% (n=70)** of all appointed faculty self-identified as Black.

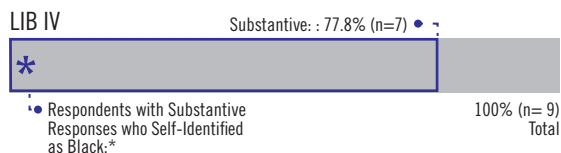
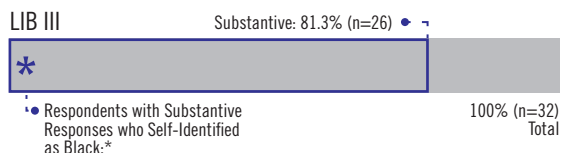
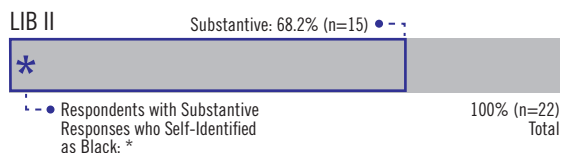
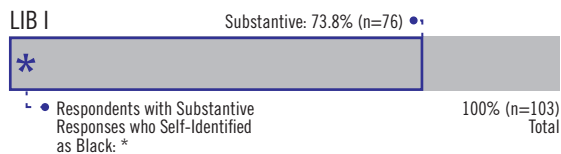
Appointment Category Breakdown:



The representation rate of faculty who self-identified as Black (3.1%, n=70) increased slightly from the previous year (2.9%, n=62) for the population as a whole. This increase included a change from 3.3% (n=49) to 3.5% (n=54) amongst tenured and tenure stream faculty, and an increase from 2.8% (n=8) to 3.4% (n=10) amongst faculty in continuing stream, teaching stream appointments.

### REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

Breakdown by Rank:



\*Note: not reportable due to the small sample size.



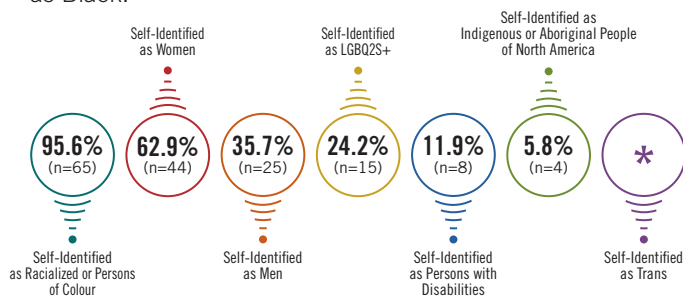
Photo Credit: UTM Marketing & Communications

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as Black who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: ALL APPOINTED FACULTY WHO SELF-IDENTIFIED AS BLACK

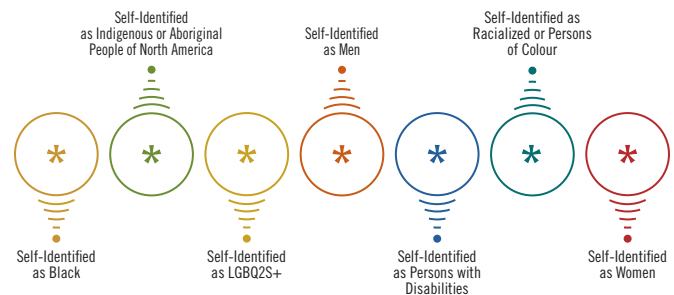
Of all appointed faculty respondents who self-identified as Black:



\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

## INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS BLACK



\*Note: not reportable due to the small sample size.



Photo Credit: Office of the Registrar - University of Toronto Mississauga

## OUR CHANGING COMMUNITY: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS BLACK

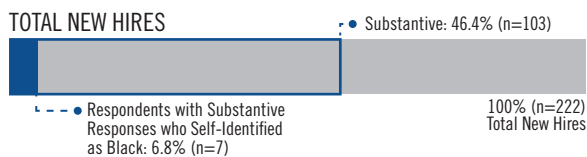
Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

Annually, new faculty are hired, existing faculty progress through the ranks, and some faculty leave. The same is the case for librarians.

### APPOINTED FACULTY

#### SUMMARY OF NEW HIRES: ALL APPOINTED FACULTY

In 2020, 222 new faculty began employment at the University.



#### SUMMARY OF PROMOTIONS: ALL APPOINTED FACULTY

##### TOTAL PROMOTIONS



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: ALL APPOINTED FACULTY

##### TOTAL EXITS



\*Note: not reportable due to the small sample size.

### LIBRARIANS

#### SUMMARY OF NEW HIRES: LIBRARIANS

In 2020, 4 new librarians began employment at the University.

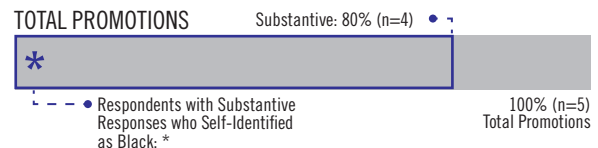
##### TOTAL NEW HIRES



\*Note: not reportable due to the small sample size.

#### SUMMARY OF PROMOTIONS: LIBRARIANS

In 2020, 5 librarians were promoted within the University.



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: LIBRARIANS

In 2020, 7 librarians ended their employment at the University.

##### TOTAL EXITS



\*Note: not reportable due to the small sample size.





Photo Credit: UTM Marketing & Communications

# INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

This category captures persons who identified as First Nations (status, non-status, treaty, or non-treaty), Métis, Inuit, or Native American (United States). This self-identification area was updated in 2017 to better align with North American Indigenous or Aboriginal communities' definitions.

Employees identifying as Indigenous or Aboriginal People of North America can identify in any other categories that help inform their own social identities.

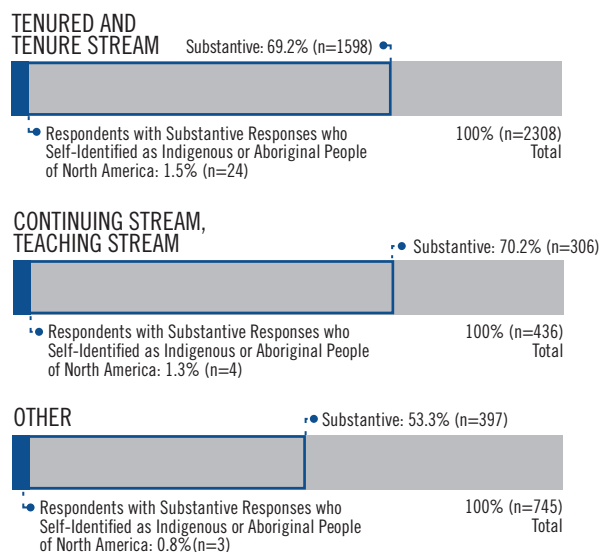
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

**1.3% (n=31)** of all appointed faculty self-identified as Indigenous or Aboriginal People of North America.

Appointment Category Breakdown:



\*Note: not reportable due to the small sample size.

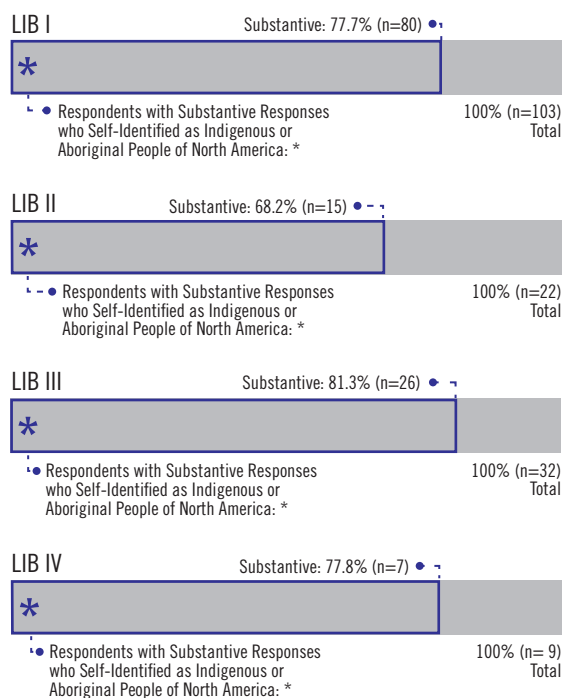
The representation of faculty respondents who self-identified as Indigenous or Aboriginal People of North America has increased year-over-year from 9 in 2017, to 17 in 2018, 25 in 2019, and 31 in 2020. Appointed faculty who self-identified as Indigenous or Aboriginal People of North America has increased from 0.6% in 2017 to 1.3% of respondents in 2020.



Photo Credit: UTM Marketing & Communications

## REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Breakdown by Rank:



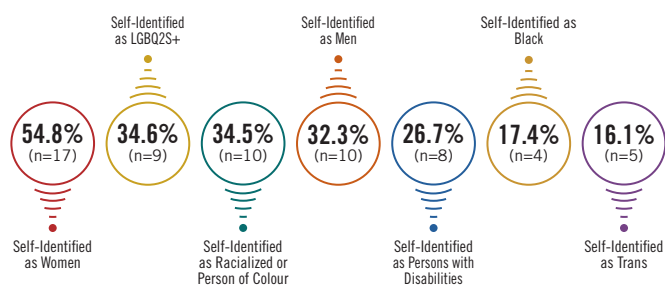
\*Note: not reportable due to the small sample size.

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as Indigenous or Aboriginal People of North America who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Of all appointed faculty respondents who self-identified as Indigenous or Aboriginal People of North America:



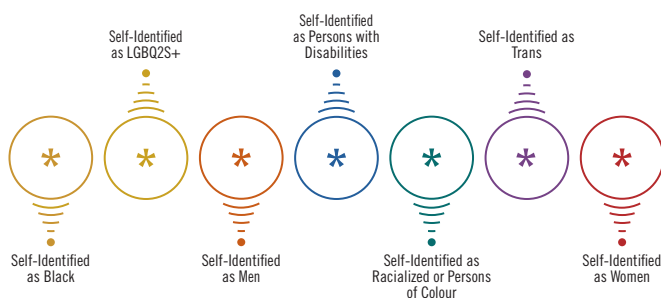
In each case n=the number of respondents who self-identified in each category. [Note that the percentage of faculty who self-identified as Indigenous or Aboriginal People of North America and as a Man and the percentage of faculty who self-identified as Indigenous or Aboriginal People of North America and as Racialized or Persons of Colour is the same, but the number is different.] This is because the denominator (the number who answered each pair of questions) is different.



Photo Credit: UTM Student Recruitment & Admissions

### INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Of all librarian respondents who self-identified as Indigenous or Aboriginal People of North America:



\*Note: not reportable due to the small sample size.

**ON PAR**

Faculty who self-identified as Indigenous or Aboriginal People of North America continued to be on par with the anticipated representation rate (i.e. unchanged from the previous year).

**-2.0%**

Librarians who self-identified as Indigenous or Aboriginal People of North America fell 2% below the anticipated representation rate (from -1% last year).

### REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups.

Our detailed Labour Availability Gap Analysis is available in Appendix E.



Photo Credit: UTM Student Recruitment & Admissions

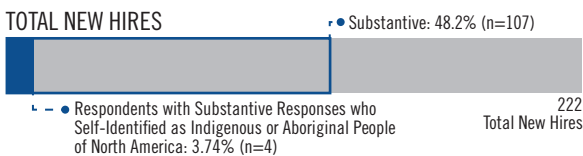
## OUR CHANGING COMMUNITY: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

### APPOINTED FACULTY

#### SUMMARY OF NEW HIRES: ALL APPOINTED FACULTY

In 2020, 222 new faculty began employment at the University. 108 of this group responded substantively to the survey of whom 107 responded to this question.



Of these four faculty, three were appointed to tenure stream positions.

#### SUMMARY OF PROMOTIONS: ALL APPOINTED FACULTY

##### TOTAL PROMOTIONS



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: ALL APPOINTED FACULTY

##### TOTAL EXITS



\*Note: not reportable due to the small sample size.

### LIBRARIANS

#### SUMMARY OF NEW HIRES: LIBRARIANS

In 2020, 4 new librarians began employment at the University.

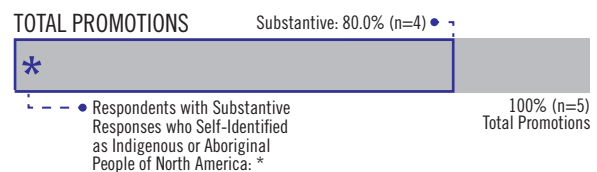
##### TOTAL NEW HIRES



\*Note: not reportable due to the small sample size.

#### SUMMARY OF PROMOTIONS: LIBRARIANS

In 2020, 5 librarians were promoted within the University.



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: LIBRARIANS

In 2020, 7 librarians ended their employment at the University.

##### TOTAL EXITS



\*Note: not reportable due to the small sample size.

# PERSONS WITH DISABILITIES

This category captures those who have long-term recurring physical, mental, sensory, psychiatric, and/or learning impairment(s), and/or believe that an employer is likely to consider them disadvantaged.

Employees could self-identify as having a visible disability and/or a non-visible disability.

Employees identifying as persons with disabilities can identify in any other categories that help inform their own social identities.

Responses indicating “I choose not to answer” are not included.

Of all faculty and librarians surveyed, 7.2% (n=171) self-identified as a person with a visible disability and/or a non-visible disability.

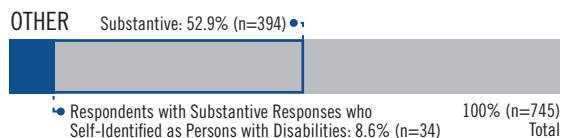
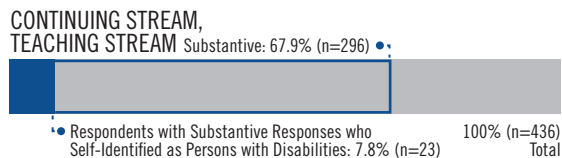
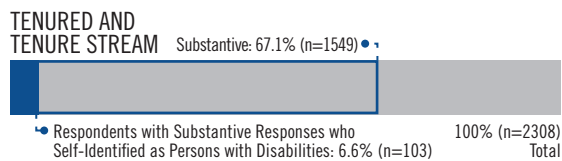
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: ALL APPOINTED FACULTY WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

7.1% (n=160) of all appointed faculty respondents who self-identified as Persons with Disabilities.

Appointment Category Breakdown:

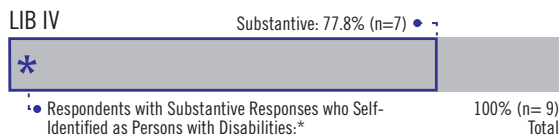
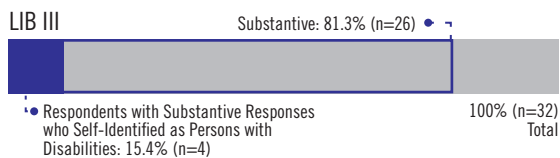
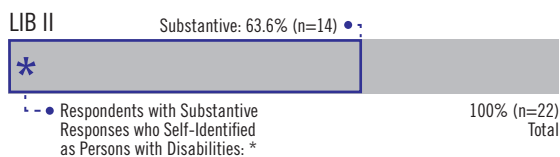
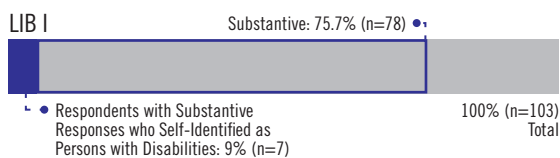


The representation rate of faculty respondents who self-identified as Persons with Disabilities (7.1%, n=160) did not change significantly from the previous period reported (7%, n=152).

### REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

8.8% (n=11) of all librarian respondents self-identified as Persons with Disabilities.

Breakdown by Rank:



\*Note: not reportable due to the small sample size.



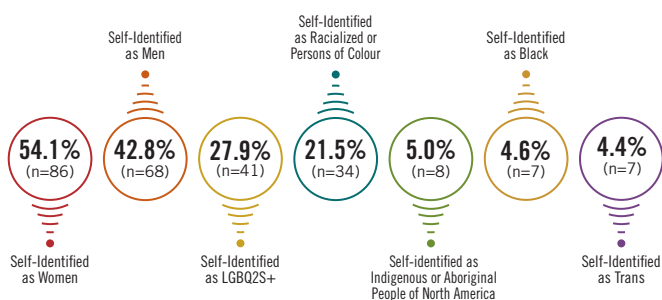
Photo Credit: File Photo, University of Toronto Communications

## INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as persons with disabilities who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Of all appointed faculty respondents who self-identified as Persons with Disabilities:

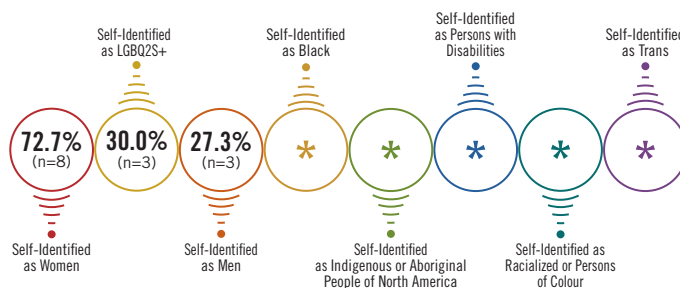


\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

### INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Of all librarian respondents who self-identified as Persons with Disabilities:



\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

## REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Labour Availability Gap Analysis tells us whether the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups.

Our detailed Labour Availability Gap Analysis is available in Appendix E.

**ON PAR**

Librarians who self-identified as persons with disabilities were on par with the anticipated representation rate, down from 5% the previous year.

**-2.0%**

Faculty who self-identified as persons with disabilities continued to fall below the anticipated representation rate by 2%.

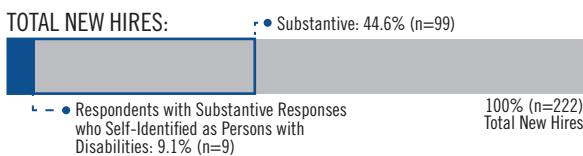
## OUR CHANGING COMMUNITY: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

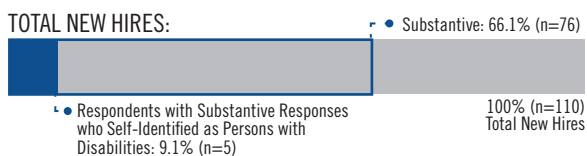
### APPOINTED FACULTY

#### SUMMARY OF NEW HIRES: ALL APPOINTED FACULTY

In 2020, 222 new faculty began employment at the University. This included 108 who responded substantively to the survey of whom 99 responded to this question.

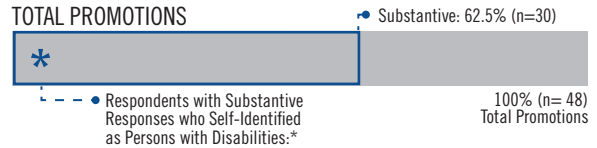


#### SUMMARY OF NEW HIRES: ONLY TENURE STREAM AND CONTINUING TEACHING STREAM FACULTY



### SUMMARY OF PROMOTIONS: ALL APPOINTED FACULTY

In 2020, 48 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream. Of these, 32 (or 66.7%) responded substantively to the survey of whom 30 responded to this question.



\*Note: not reportable due to the small sample size.

### SUMMARY OF EXITS: ALL APPOINTED FACULTY

In 2020, 187 faculty ended their employment at the University. This included 109 (or 58.3%) who responded substantively to the survey of whom 106 responded to this question.



### LIBRARIANS

#### SUMMARY OF NEW HIRES: LIBRARIANS

In 2020, 4 new librarians began employment at the University.

#### TOTAL NEW HIRES



\*Note: not reportable due to the small sample size.

#### SUMMARY OF PROMOTIONS: LIBRARIANS

In 2020, 5 librarians were promoted within the University.



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: LIBRARIANS

In 2020, 7 librarians ended their employment at the University.



\*Note: not reportable due to the small sample size.

# SEXUAL ORIENTATION

There is no explicit definition of “sexual orientation” by the Ontario Human Rights Code as the Code acknowledges the wide range “of human sexuality from gay and lesbian to bisexual and heterosexual orientations, including intimate emotional and romantic attachments and relationships.”

For this survey, employees could select any combination of sexual orientation from an expanded list, including gay, lesbian, straight/heterosexual, bisexual, queer, two-spirit, and another identity (with specification option). LGBQ2S+ refers to persons who identify with a sexual orientation(s) other than heterosexual.

Employees identifying as LGBQ2S+ can identify any other categories that help inform their own social identities.

Responses indicating “I choose not to answer” are not included in percentage calculations.

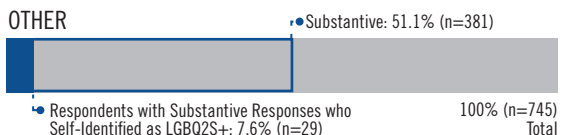
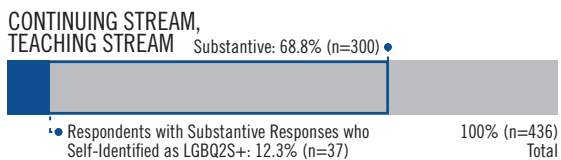
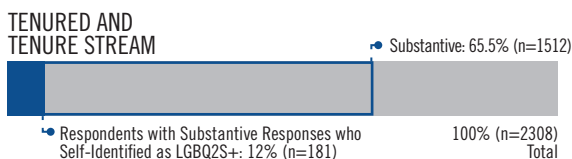
## REPRESENTATION ANALYSIS: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

Representation Analysis enables us to evaluate our engagement strategies and determine where additional recruitment efforts should be focused.

### REPRESENTATION ANALYSIS: APPOINTED FACULTY WHO SELF-IDENTIFIED AS LGBQ2S+

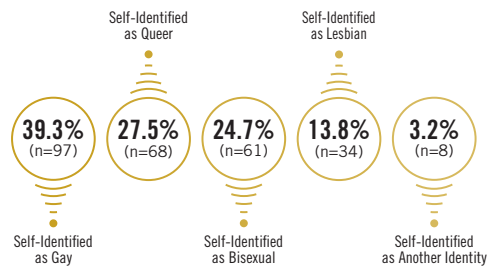
**11.3% (n=247)** of all appointed faculty (n=2193) who responded to this question self-identified as LGBQ2S+.

Appointment Category Breakdown:



The representation rate of faculty respondents who self-identified as LGBQ2S+ (11.3%, n=247) did not change significantly from the previous period reported (11.2%, n=237).

### OUR LGBQ2S+ FACULTY COMMUNITY:

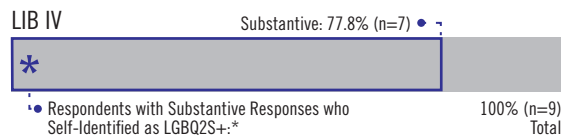
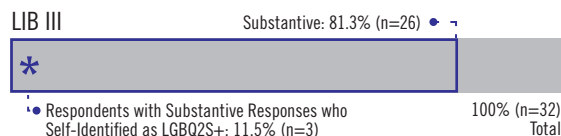
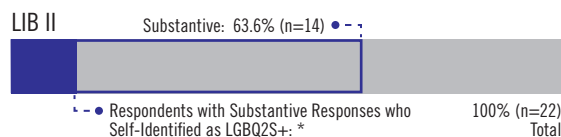
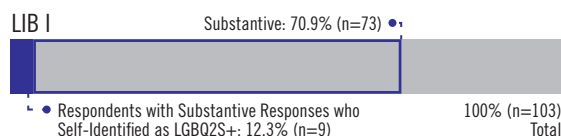


In each case n=the number of respondents who self-identified in each category.

### REPRESENTATION ANALYSIS: LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

**13.3% (n=16)** of all Librarian respondents self-identified as LGBQ2S+.

Breakdown by Rank:



\*Note: not reportable due to the small sample size.

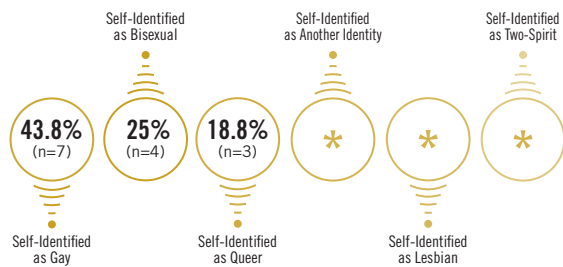
The representation rate of librarians who self-identify as LGBQ2S+ (13.3%, n=16) increased by 1% from the previous period reported (12.3%, n=15).





Photo Credit: Ken Jones

### OUR LGBQ2S+ LIBRARIAN COMMUNITY:



\*Note: not reportable due to the small sample size.

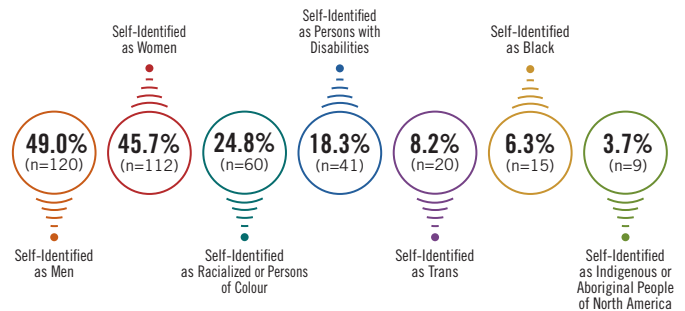
In each case n=the number of respondents who self-identified in each category.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

Identifying the types of intersectional identities that exist among our faculty and librarians enables us to better understand the experiences of individuals who self-identified as LGBQ2S+ who may also self-identify as members of designated groups. We use this information to inform the programs and services that support our diverse community.

### INTERSECTIONAL IDENTITIES: APPOINTED FACULTY WHO SELF-IDENTIFIED AS LGBQ2S+

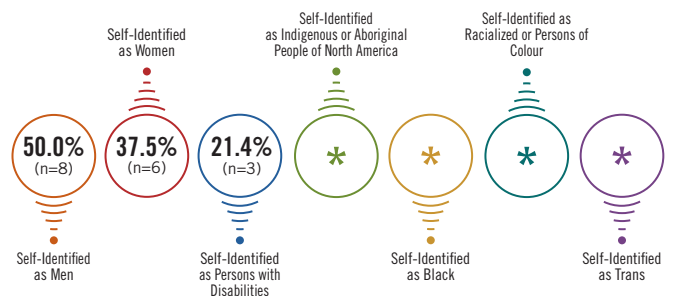
Of all appointed faculty respondents who self-identified as LGBQ2S+:



In each case n=the number of respondents who self-identified in each category.

### INTERSECTIONAL IDENTITIES: LIBRARIANS WHO SELF-IDENTIFIED AS LGBQ2S+

Of all librarian respondents who self-identified as LGBQ2S+:



\*Note: not reportable due to the small sample size.

In each case n=the number of respondents who self-identified in each category.

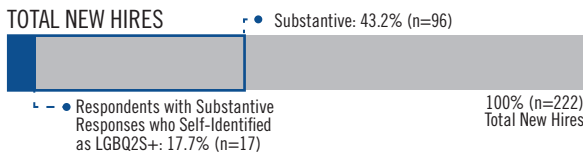
## OUR CHANGING COMMUNITY: APPOINTED FACULTY AND LIBRARIANS WHO SELF-IDENTIFIED AS LGBTQ2S+

Our workforce data provides insights into our behaviour as an employer and informs our inclusivity efforts to reflect our global city within our workforce.

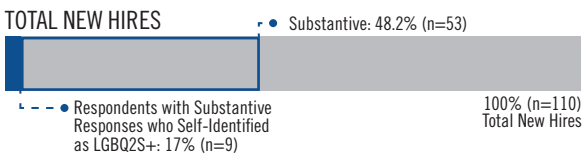
### APPOINTED FACULTY

#### SUMMARY OF HIRES: ALL APPOINTED FACULTY

In 2020, 222 new faculty began employment at the University. Of this group, 108 (or 48.6%) responded to this question. 108 responded substantively to the survey of whom 96 responded to this question.

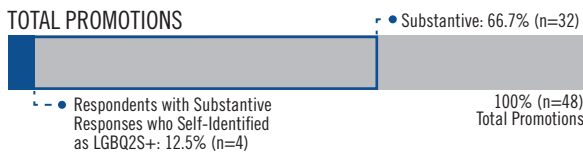


#### SUMMARY OF NEW HIRES: ONLY TENURE STREAM AND CONTINUING TEACHING STREAM FACULTY



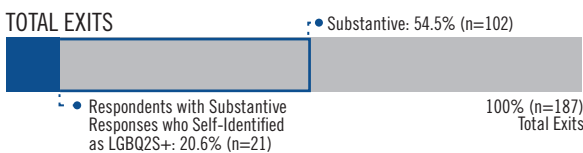
#### SUMMARY OF PROMOTIONS: ALL APPOINTED FACULTY

In 2020, 48 faculty were promoted from Associate Professor or Associate Professor, Teaching Stream to Professor or Professor, Teaching Stream. Of this group, 32 (or 66.7%) responded substantively to the survey and to this question.



#### SUMMARY OF EXITS: ALL APPOINTED FACULTY

In 2020, 187 faculty ended their employment at the University. This included 109 faculty who had previously responded substantively to the survey and 102 who had responded to this question.



### LIBRARIANS

#### SUMMARY OF NEW HIRES: LIBRARIANS

In 2020, 4 new librarians began employment at the University.

#### TOTAL NEW HIRES

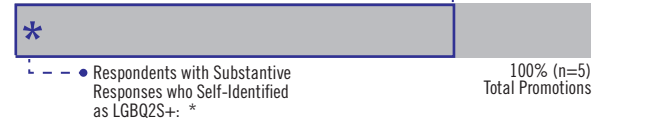


\*Note: not reportable due to the small sample size.

#### SUMMARY OF PROMOTIONS: LIBRARIANS

In 2020, 5 librarians were promoted within the University.

#### TOTAL PROMOTIONS



\*Note: not reportable due to the small sample size.

#### SUMMARY OF EXITS: LIBRARIANS

In 2020, 7 librarians ended their employment at the University.

#### TOTAL EXITS



\*Note: not reportable due to the small sample size.

# CHAPTER 4: REPRESENTATION RATES AND WORKFORCE ANALYSIS FOR STAFF

Employment equity analysis includes the assessment of representation rates (i.e. the proportion of staff identifying in each designated group) relative to the external availability of qualified candidates in Ontario. In other words, the proportion of employees identifying in designated groups should be about the same as, or better than, the proportion of qualified individuals in those groups across Ontario. Workforce 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). **Generally, attention is given to situations where there is a gap of 10, or greater and an EEOG has gaps in representation in at least three designated groups.** This assists the University in determining particular areas of focus and opportunities for improvement.

It is essential to take all of the data into account 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 underrepresentation” 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. Our Labour Availability Gap Analysis in this chapter provide key highlights to instances when the representation rates in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions. It allows us to identify opportunities to concentrate recruitment and retention efforts on individuals in designated groups. Our detailed Labour Availability Analysis for all designate groups are available in Appendix E. Definitions and examples of U of T appointed staff positions relevant to these categories are available in Appendix C.

### LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS WOMEN

+44.0%

Staff in roles categorized as **Semi-skilled Manual Workers** who self-identified as Women continued to exceed the anticipated representation rate, despite falling from 45% to 44%.

+25.0%

Staff in roles categorized as **Senior Managers** who self-identified as Women continued to exceed the anticipated representation rate, increasing from 23% to 25%.

-22.0%

Staff in roles categorized as **Other Manual Workers** who self-identified as Women continued to fall below the anticipated representation rate, decreasing from -8% to -22%.

-16.0%

Staff in roles categorized as **Skilled Sales and Service Personnel** who self-identified as Women fell below the anticipated representation rate, dropping from -9% to -16%.

-14.0%

Staff in roles categorized as **Supervisors** who self-identified as Women continued to fall below the anticipated representation rate, with no notable change from last year.

### LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS RACIALIZED OR PERSONS OF COLOUR

Since the last report staff who self-identified as Racialized or Persons of Colour currently exceed or are equal to available labour pools in 13 employee groups.

+29.0%

Staff in roles categorized as **Supervisors: Crafts & Trades** who self-identified as Racialized or Persons of Colour continued to exceed the anticipated representation rate, despite from 32% to 29%.

+22.0%

Staff in roles categorized as **Administrative & Senior Clerical Personnel** who self-identified as Racialized or Persons of Colour continued to exceed the anticipated representation rate, increasing from 20% to 22%.

-7.0%

Staff in roles categorized as **Other Manual Workers** who self-identified as Racialized or Persons of Colour continued to fall below the anticipated representation rate, with no change from last year.

### LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS INDIGENOUS OR ABORIGINAL PEOPLE OF NORTH AMERICA

+2.0%

Staff in roles categorized as **Supervisors: Crafts & Trades** who self-identified as Indigenous or Aboriginal People of North America continues to exceed the anticipated representation rate, with no notable change from last year.

ON PAR

Staff in roles categorized as **Skilled sales and service personnel** who self-identified as Indigenous or Aboriginal People of North America was on par the anticipated representation rate, increasing from -4% to 0%.

-5.0%

Staff in roles categorized as **Semi-skilled Manual Workers** who self-identified as Indigenous or Aboriginal People of North America continues to fall below the anticipated representation rate, despite increasing from -7% last year.

-7.0%

Staff in roles categorized as **Other Manual Workers** who self-identified as Indigenous or Aboriginal People of North America continues to fall below the anticipated representation rate, with no notable change from last year.

### LABOUR AVAILABILITY GAP ANALYSIS: STAFF WHO SELF-IDENTIFIED AS PERSONS WITH DISABILITIES

+7.0%

Staff in roles categorized as **Other manual workers** who self-identified as Persons with Disabilities continues to exceed the anticipated representation rate, despite a decrease from 10% last year.

+7.0%

Staff in roles categorized as **Skilled sales and service personnel** who self-identified as Persons with Disabilities exceeds the anticipated representation rate, increasing from 5% to 7%.

-7.0%

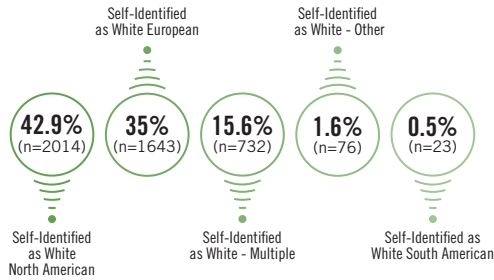
Staff in roles categorized as **Other Sales & Service Personnel** who self-identified as Persons with Disabilities continues to fall below the anticipated representation rate, despite increasing from -7% last year.

-17.0%

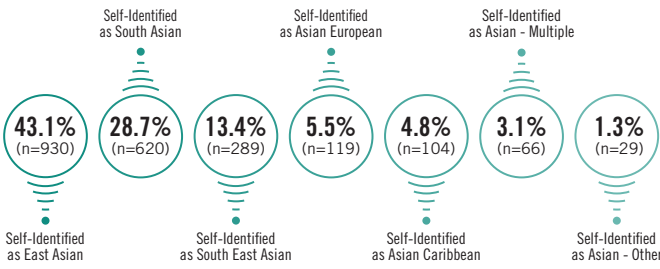
Staff in roles categorized as **Supervisors** who self-identified as Persons with Disabilities continues to fall below the anticipated representation rate, with no change from last year.

# APPENDIX A: ETHNOCULTURAL IDENTITY BREAKDOWN: INSTITUTIONAL OVERVIEW

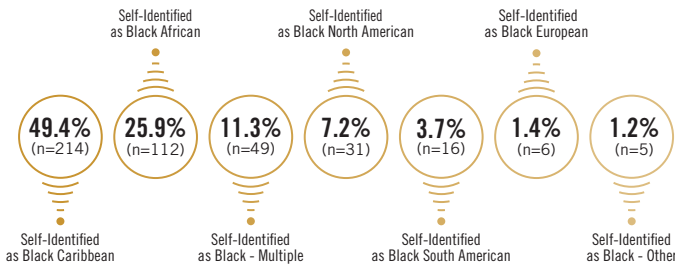
## WHITE: 60.7% (n=4691)



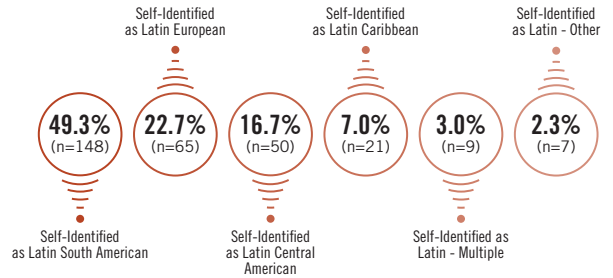
## ASIAN: 29.1% (n=2249)



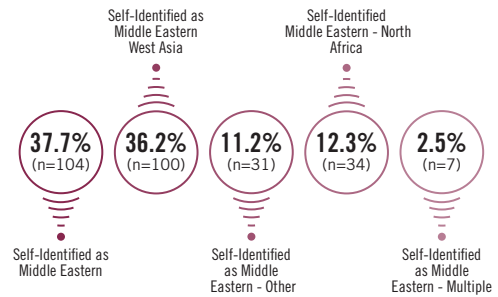
## BLACK: 5.9% (n=456)



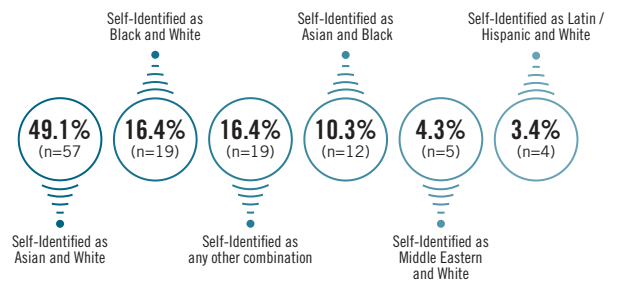
## LATIN / HISPANIC: 4.1% (n=317)



## MIDDLE EASTERN: 3.8% (n=291)



## MIXED RACE: 3.5% (n=269)



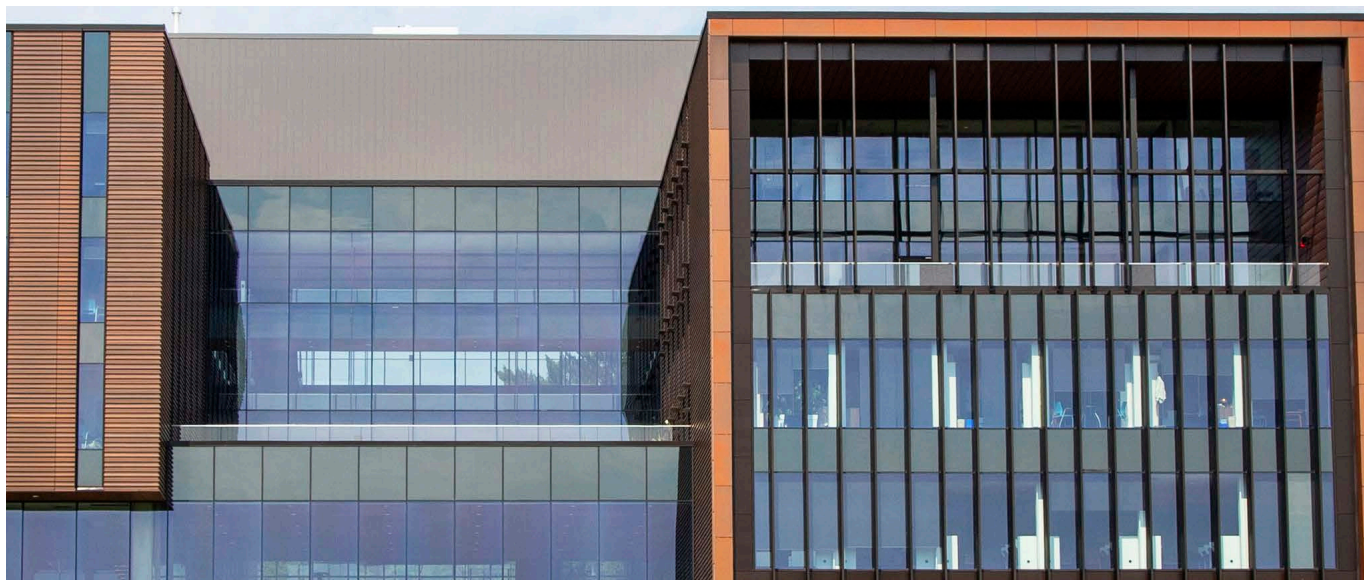


Photo Credit: Drew Lesiuczk

## APPENDIX B: COLLECTION OF WORKFORCE DATA (2019)

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.

### APPLICANT DIVERSITY SURVEY

The Applicant Diversity Survey is administered to individuals at the time of their application to the University. Applicants can choose not to respond to all or select questions. The survey is anonymous, and recruiters do not have access to its data.

### DESIGNATED GROUPS

The University collects data from employees regarding membership in the four (4) designated groups: women, people with disabilities, Aboriginal peoples, and visible minorities in accordance with the manner set out by the Federal Contractors Program (FCP). The University also collects data on employees who identify as LGBTQ2S+.

### DATA ANALYSIS

The data regarding the external labour pool is drawn from the 2016 Canadian census and the Canadian Survey on Disability (CSD). Positions at the University are categorized by Employment Equity Occupational Groups (EEOGs) as established by Employment and Social Development Canada (ESDC). EEOGs are job categories arranged in a hierarchal fashion based on groupings of National Occupational Classification (NOC) codes created by Statistics Canada. For information about the NOC classification criteria is available on the Employment Equity Technical Guide.

# APPENDIX C: EMPLOYMENT EQUITY OCCUPATIONAL GROUPS (EEOG)

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 the 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-Professional 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 the duties of the employees under their supervision.	Trades Supervisor

<b>Employment Equity Occupational Group (EEOG)</b>	<b>Definition</b>	<b>Examples of University of Toronto Positions</b>
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.	Electrician, 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
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.	Foodservice Assistant, Event Attendant



# APPENDIX D: EMPLOYMENT EQUITY ACADEMIC CATEGORIES

Employment Equity Academic Categories	Definition	Examples of University of Toronto Positions
Appointed Faculty	Academic staff or faculty are persons appointed under the Policy and Procedures on Academic Appointment or the Policy and Procedures on Employment Conditions of Part-time Faculty to academic units at the University of Toronto. An appointed faculty member has three components of workload: teaching; research or scholarship; and service.	<p>Tenured and tenure stream (F1)</p> <p>Contractually Limited Term Appointment (CLTA) and Part-time Limited Term (F2)</p> <p>Teaching stream, continuing (FA)</p> <p>Teaching stream, Contractually Limited Term (FB)</p> <p>Teaching stream, part-time Limited Term (F4)</p> <p>Clinical faculty<sup>1</sup></p> <p>All faculty serving in Academic Administrative positions have been included in the count of 'appointed faculty'.</p>
Librarians	Librarians refers to persons appointed under the Librarians Policy or the Policy on Part-time Librarians. Librarians hold either a library degree from an accredited institution or equivalent professional education.	

<sup>1</sup> For the purposes of reporting on survey data, 'appointed faculty' also includes a limited number of clinical faculty for whom the University of Toronto serves as the employer. Clinical faculty who are not employed by the University (this constitutes the majority of clinical faculty) currently do not have access to the University's diversity survey.

# APPENDIX E: LABOUR AVAILABILITY ANALYSIS

In the diagrams below, the figures show the difference between the University's representation rates and external availability data. For each group (Staff, Faculty, Librarians), two tables are presented. The first table multiplies the difference by the number of employees in each Employment Equity Occupational Group (EEOG) to determine an estimate of the representation. Green indicates U of T is above the market availability and red is below. Note that the data does not contain an analysis of LGBTQ2S+ data, as no corresponding external data is available.

2020					
Employee Group	Total	Women	Persons with Disabilities	Racialized or Persons of Colour	Indigenous or Aboriginal People of North America
1 - Senior Managers	21	5	0	1	-1
2 - Middle & Other Managers	707	137	27	51	-13
3 - Professionals	2,049	122	-25	282	-34
4 - Semi-Professionals & Technicians	916	-63	-8	157	-29
5 - Supervisors	110	-16	-19	6	-3
6 - Supervisors: Crafts & Trades	38	3	-1	11	1
7 - Administrative & Senior Clerical Personnel	2,156	-60	-10	468	-48
8 - Skilled Sales & Service Personnel	55	-9	4	5	0
9 - Skilled Crafts & Trades Workers	169	3	5	28	-7
10 - Clerical Personnel	761	57	14	136	-23
11 - Intermediate Sales & Service Personnel	112	5	-5	14	-5
12 - Semi-Skilled Manual Workers	97	43	-1	18	-5
13 - Other Sales & Service Personnel	506	-19	-37	42	-21
14 - Other Manual Workers	11	-2	1	-1	-1

## EXTERNAL AVAILABILITY COMPARISON:

### UNIVERSITY OF TORONTO STAFF

Figures indicate the difference between University of Toronto Response rates and External Availability statistics. Green indicates U of T is above the market availability and red is below.

2020					
Employee Group	Total	Women	Persons with Disabilities	Racialized or Persons of Colour	Indigenous or Aboriginal People of North America
1 - Senior Managers	0.0%	25.0%	1.0%	6.0%	-3.0%
2 - Middle & Other Managers	6.0%	19.0%	4.0%	7.0%	-2.0%
3 - Professionals	17.0%	6.0%	-1.0%	14.0%	-2.0%
4 - Semi-Professionals & Technicians	8.0%	-7.0%	-1.0%	17.0%	-3.0%
5 - Supervisors	1.0%	-14.0%	-17.0%	5.0%	-3.0%
6 - Supervisors: Crafts & Trades	0.0%	7.0%	-4.0%	29.0%	2.0%
7 - Administrative & Senior Clerical Personnel	18.0%	-3.0%	0.0%	22.0%	-2.0%
8 - Skilled Sales & Service Personnel	0.0%	-16.0%	7.0%	8.0%	0.0%
9 - Skilled Crafts & Trades Workers	1.0%	2.0%	3.0%	17.0%	-4.0%
10 - Clerical Personnel	6.0%	7.0%	2.0%	18.0%	-3.0%
11 - Intermediate Sales & Service Personnel	1.0%	5.0%	-4.0%	12.0%	-5.0%
12 - Semi-Skilled Manual Workers	1.0%	44.0%	-1.0%	19.0%	-5.0%
13 - Other Sales & Service Personnel	4.0%	-4.0%	-7.0%	8.0%	-4.0%
14 - Other Manual Workers	0.0%	-22.0%	7.0%	-7.0%	-7.0%

## EXTERNAL AVAILABILITY COMPARISON:

### UNIVERSITY OF TORONTO FACULTY

Figures indicate the difference between University of Toronto Response rates and External Availability statistics, multiplied by the number of U of T employees in each EEOG. Green indicates U of T is above the market availability and red is below.

Faculty analysis is compared against NOC 4011 (Statistics Canada's 2016' National Occupational Classification'. NOC 4011 consists of 'University professors and lecturers'). The NOC comparator is used for faculty members, as the EEOG system does not provide a suitable comparison group for those in this highly specialized employee group.

2020					
	# Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized or Persons of Colour	Gap - Indigenous or Aboriginal People of North America
Faculty	3,489	107	-73	27	-2

### UNIVERSITY OF TORONTO FACULTY

Figures indicate the difference between University of Toronto Response rates and External Availability statistics, multiplied by the number of U of T employees in each EEOG. Green indicates U of T is above the market availability and red is below.

Faculty analysis is compared against NOC 4011 (Statistics Canada's 2016' National Occupational Classification'. NOC 4011 consists of 'University professors and lecturers'). The NOC comparator is used for faculty members, as the EEOG system does not provide a suitable comparison group for those in this highly specialized employee group.

2020					
	% Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized or Persons of Colour	Gap - Indigenous or Aboriginal People of North America
Faculty	29.0%	3.0%	-2.0%	1.0%	0.0%

### UNIVERSITY OF TORONTO LIBRARIANS

Figures indicate the difference between University of Toronto Response rates and External Availability Statistics, multiplied by the number of U of T employees in each EEOG. Green indicates U of T is above the market availability and red is below.

2020					
	# Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized or Persons of Colour	Gap - Indigenous or Aboriginal People of North America
Librarians	166	-13	-1	5	-3

### UNIVERSITY OF TORONTO LIBRARIANS

Figures indicate the difference between University of Toronto Response rates and External Availability Statistics. Green indicates U of T is above the market availability and red is below.

2020					
	% Employees	Gap - Women	Gap - Persons with Disabilities	Gap - Racialized or Persons of Colour	Gap - Indigenous or Aboriginal People of North America
Librarians	1.0%	-8.0%	0.0%	-3.0%	-2.0%

# APPENDIX F: BREAKDOWN OF EMPLOYEE GROUPS

The employment groups that comprise each subarea referenced in this report are defined below:

Employment Group	Personnel Subarea
Faculty	Academic
Librarians	Librarian
Non-Unionized Administrative Staff	Admin/Confidential Professional & Managerial (PM) Pres/V-P/V Provost Research Associate
Other Unionized Staff	CUPE 3261, 89 Chestnut CUPE 3261, Full-time CUPE 3261, Part-time CUPE 2484 CUPE 1230 (Full-time & Part-time) OPSEU 519 OPSEU 578 Unifor FT L2003
Trades and Services	Carpenters & Allied Workers, Local 27 IBEW 353 (Electricians) IBEW 353 (Locksmiths / Mechanics) UA Local 46 SMWIA Local 30
United Steel Workers	USW

## TRI-CAMPUS EQUITY OFFICES

Office of the Vice-President,  
Human Resources & Equity  
vp.hre@utoronto.ca

**Accessibility for Ontarians with Disabilities Act (AODA) Office**  
hrandequity.utoronto.ca/inclusion/accessibility

**Anti-Racism and Cultural Diversity Office**  
antiracism.utoronto.ca

**Community Safety Office**  
communitysafety.utoronto.ca

**Family Care Office**  
familycare.utoronto.ca

**Health & Well-being Programs & Services\***  
uoft.me/hwb

**Sexual & Gender Diversity Office**  
sgdo.utoronto.ca

**Sexual Violence Prevention & Support Centre**  
svpscentre.utoronto.ca

## RELATED RESOURCES

**Equity at U of T**  
equity.utoronto.ca

**Office of Indigenous Initiatives**  
indigenous.utoronto.ca

**Indigenous Student Services at First Nations House**  
studentlife.utoronto.ca/fnh

**Multi-Faith Centre**  
studentlife.utoronto.ca/mf

**Safety**  
safety.utoronto.ca

## UTM MISSISSAUGA CAMPUS

**Equity, Diversity & Inclusion Office**  
utm.utoronto.ca/equity-diversity

**Accessibility Services†**  
utm.utoronto.ca/accessibility

**Health & Counselling Centre†**  
utm.utoronto.ca/health

## UTSG DOWNTOWN CAMPUS

**Accessibility Services†**  
studentlife.utoronto.ca/as

**Health & Wellness Centre†**  
studentlife.utoronto.ca/hwc

## UTSC SCARBOROUGH CAMPUS

**Equity, Diversity & Inclusion Office†**  
utsc.utoronto.ca/edio

**AccessAbility Services†**  
utsc.utoronto.ca/ability

**Health & Wellness Centre†**  
utsc.utoronto.ca/hwc

\* Staff and Faculty Only

† Students Only



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