



UNIVERSITY OF
TORONTO

2020 Employment Equity Annual Report

OFFICE OF THE VICE-PRESIDENT,
HUMAN RESOURCES & EQUITY



Jan

2020

Dec

2020

Institutional Overview

89.5%
(n=10,404)

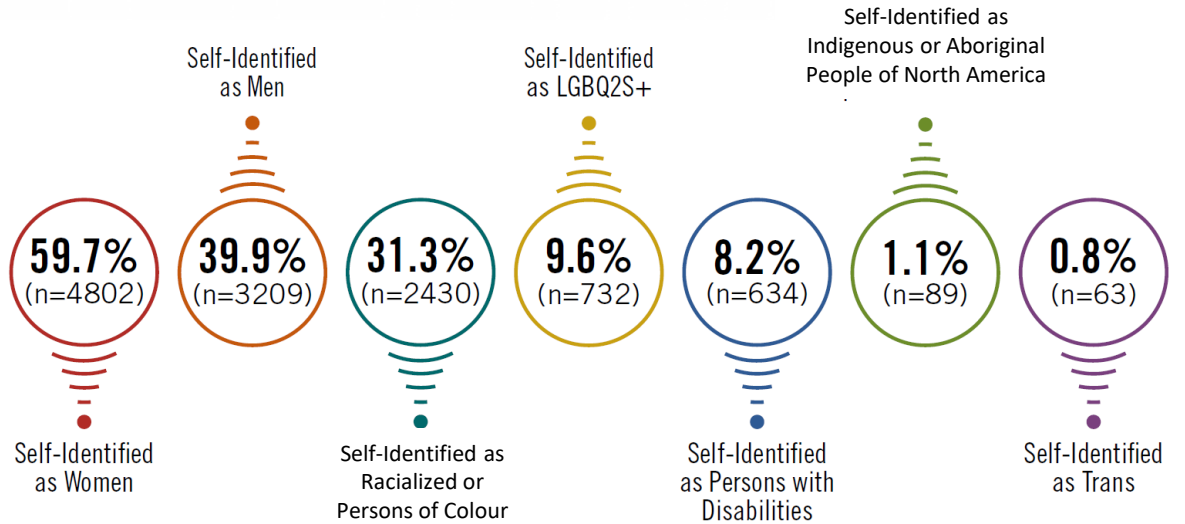
Institutional
Response Rate

+2.4%
(n=407)

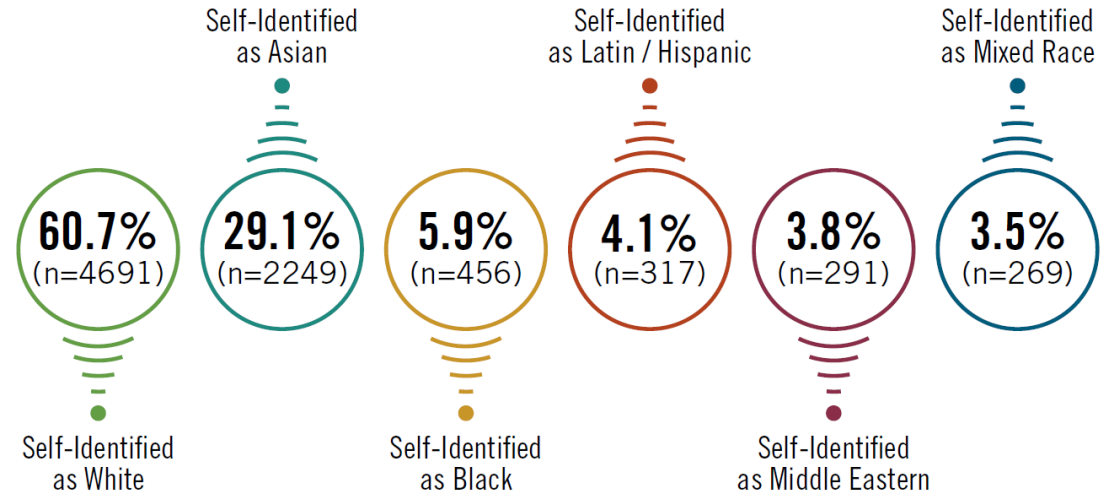
Improvement to
institutional
response rate over
2019 Employment
Equity Survey



Representation Rates: All Employees



Ethnocultural Identities: All Employees



35.7%
(n=1916)

Staff who self-identified as Racialized or Persons of Colour

10.2%
(n=165)

Increase of staff who self-identified as Racialized or Persons of Colour and received a promotion from the last reporting period

7.2%
(n=386)

Staff who self-identified as Black

Appointed Staff

Highlights:

- We have more staff who self-identified as Racialized Persons or Persons of Colour
- Rates of promotion increased for staff who self-identified as Racialized Persons or Persons of Colour, Black, Women, and Indigenous or Aboriginal People of North America.
- The proportion of staff respondents that self-identified as black increased by 20% from 2017-2018 (6%) to 2020 (7.2%)

Faculty in Continuing Appointments

Highlights:

- Overall, faculty in continuing appointments are as, or more, diverse than faculty in contractually limited term appointments and part-time positions.
- The number of faculty respondents who self-identified as Indigenous/Aboriginal Persons of North America has more than tripled since 2017 (from 9 in 2017 to 31 in 2020).
- A comparable percentage of faculty self-identified as Racialized or Persons of Colour across the tri-campus, with a slightly higher percentage at UTSC.

21.5%
(n=361)

Faculty who self-identified as Racialized or Persons of Colour at UTSG

21.7%
(n=68)

Faculty who self-identified as Racialized or Persons of Colour at UTM

24.5%
(n=67)

Faculty who self-identified as Racialized or Persons of Colour at UTSC

Looking Ahead

- Collecting and using equity data to create systemic change
- Making data available transparently to our community
- Integrating accountability into all levels of the University
- Implementing recommendations from the Anti-Black Racism Task Force and integrated data from the Speaking Out Survey



The background features a soft-focus image of autumn leaves in shades of yellow and orange on the right side, and a blurred architectural facade with vertical lines on the left side. The overall lighting is bright and airy.

Download the 2020 Employment Equity Annual Report:

hrandequity.utoronto.ca/about/reports