



UNIVERSITY OF
TORONTO

2021 Report on Employment Equity

OFFICE OF THE VICE-PRESIDENT,
PEOPLE STRATEGY, EQUITY & CULTURE

Institutional Overview

90.6%
(n=10,860)

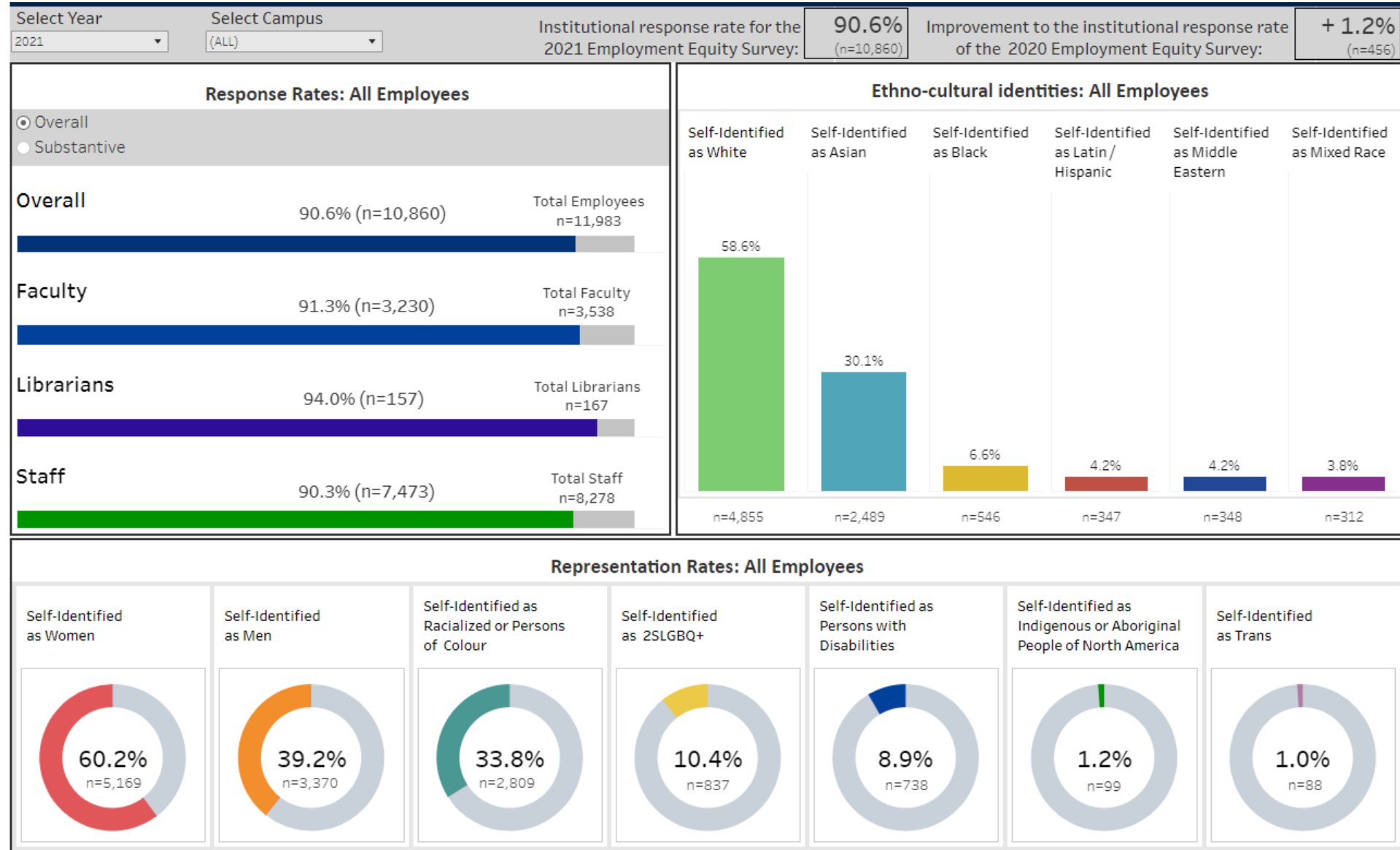
Institutional Overall
Response Rate

+1.2%
(n=456)

Improvement
to institutional
response rate
over 2020



UNIVERSITY OF
TORONTO



Programs & Initiatives

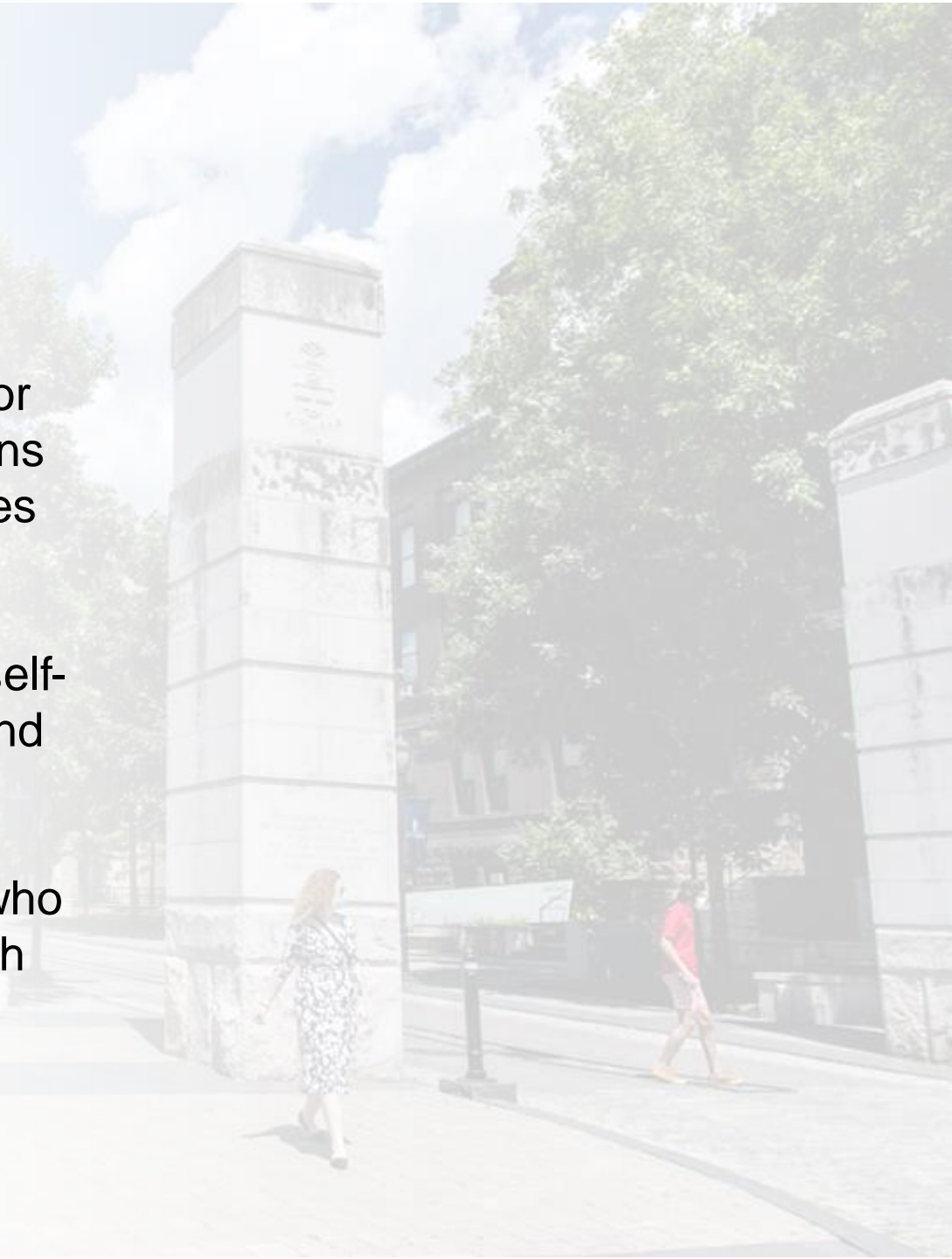
- Institutional Talent Management unit creates **pathways for diverse** hiring with a focus on underrepresented groups and launched this year the **Diversity in Recruitment Staff Manual and Toolkit**.
- We support the **Provost's Diversity in Academic Hiring Fund**. Available funding has increased to 160 spaces for Indigenous and Black faculty hires.
- Provide an **Unconscious Bias Workshop 2.0** designed to help faculty to identify and address bias and support a robust, equitable, and inclusive recruitment process.
- Annual paid **HR Diversity Internship**, for a recent graduate who self-identifies as Indigenous, racialized, and/or as a person with a disability.
- Annual **Indigenous Mentorship Day** experiential learning opportunity which provides job seekers with unique career insights about working at U of T and the U of T Indigenous community.
- Supporting affinity groups and **soliciting feedback** on how to improve professional advancement opportunities and the experiences of Black and racialized employees.

Appointed Staff Highlights

- Increases in the proportion of applicants who self-identified as Racialized or Persons of Colour, Black, Persons with Disabilities, Women, and 2SLGBQ+.
- Noteworthy increases occurred in the number of new hires for staff who self-identified as Indigenous or Aboriginal People of North America, Racialized or Persons of Colour, Black, 2SLGBQ+, and Women in 2021.
- The rate of promotions increased for staff who self-identified as Women, Racialized or Persons of Colour, Black, and Persons with Disabilities.
- Continued increase in staff who self-identified as Racialized or Persons of Colour, Black, Persons with Disabilities, 2SLGBQ+, Women, and Trans.

Faculty and Librarian Highlights

- The number of faculty who self-identified as Indigenous or Aboriginal People of North America, Racialized or Persons of Colour, Black, Women, 2SLGBQ+, and Trans continues to increase.
- Continued increases in the proportion of librarians who self-identified as Racialized or Persons of Colour, Women, and 2SLGBQ+.
- Observed increases in the number of new faculty hired who self-identified as Indigenous or Aboriginal People of North America, Racialized or Persons of Colour, Black, and Persons with Disabilities.



Looking Ahead

- Reflect on and respond to the available equity data, in tandem with responding to the Anti-Black Racism Task Force Report, the Truth and Reconciliation Calls to Action, the Scarborough Charter, and the Antisemitism Working Group Report
- Continue enhancements and revisions to providing meaningful equity data to better assist our community with identifying and addressing gaps in representation
- Continue to develop thoughtful and integrate data-driven strategies and accountability into all levels of our institution to deepen equitable systems change





**Download the
2021 Report on Employment Equity:**
<https://people.utoronto.ca/about/reports/>