



UNIVERSITY OF  
**TORONTO**

# UPDATES ON THE FUTURE OF WORK & EQUITY, DIVERSITY, AND INCLUSION

Division of People Strategy, Equity, and Culture  
For Governing Council  
May 19, 2022





## INSTITUTIONAL PRIORITY

# Providing in-person support to students

- › Address Internal / External Interest in Remote & Hybrid Work
- › Recognize and affirm our community's different experiences of the pandemic
- › Support local decision-making by Divisions, units, and campuses

# THE FUTURE OF WORK

## Foundational Principles

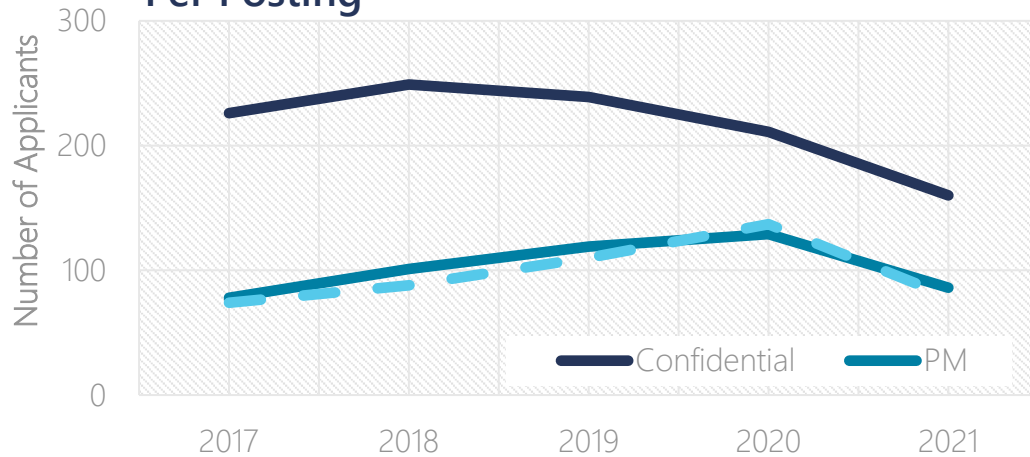
- › Students First
- › In-Person Campuses
- › Equity & Inclusion
- › Employee Experience
- › Ongoing Assessment

## Pillars

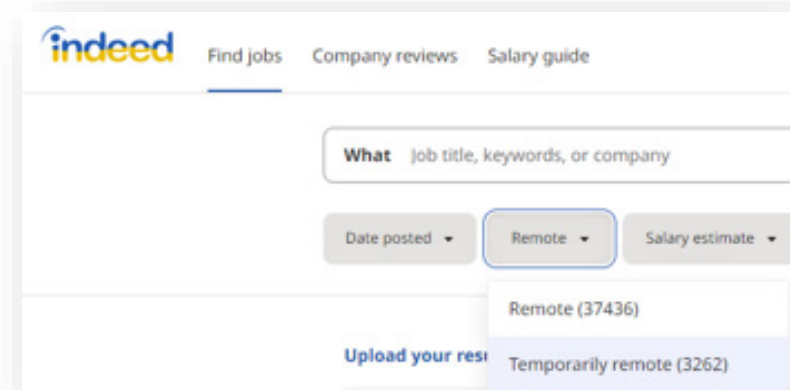
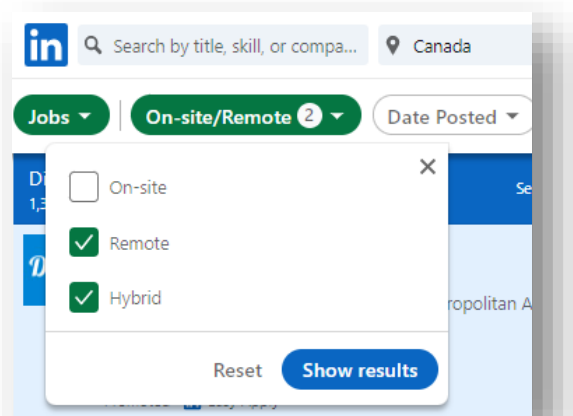
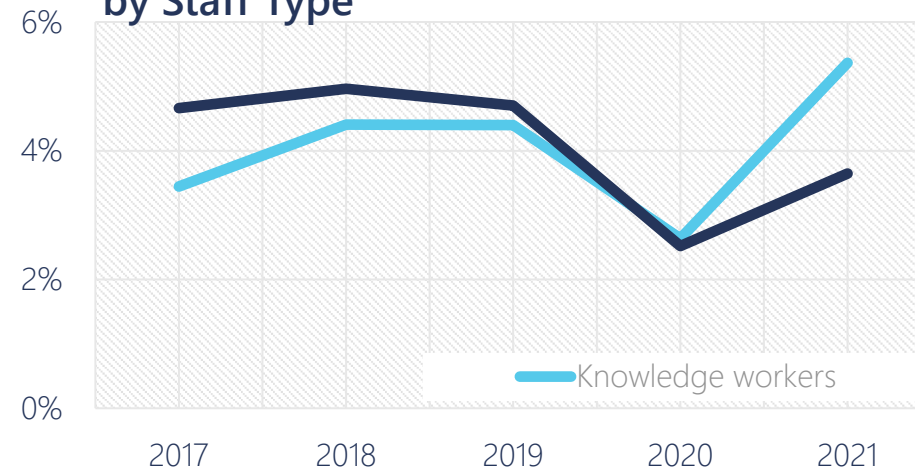
- › Fluid and Flexible Work
- › Digital Workforce Transformation
- › Agile Learning & Development
- › Wellness & Resilience
- › Environmental & Global Citizenship
- › Inclusivity
- › Talent Management

# The Fight for Talent

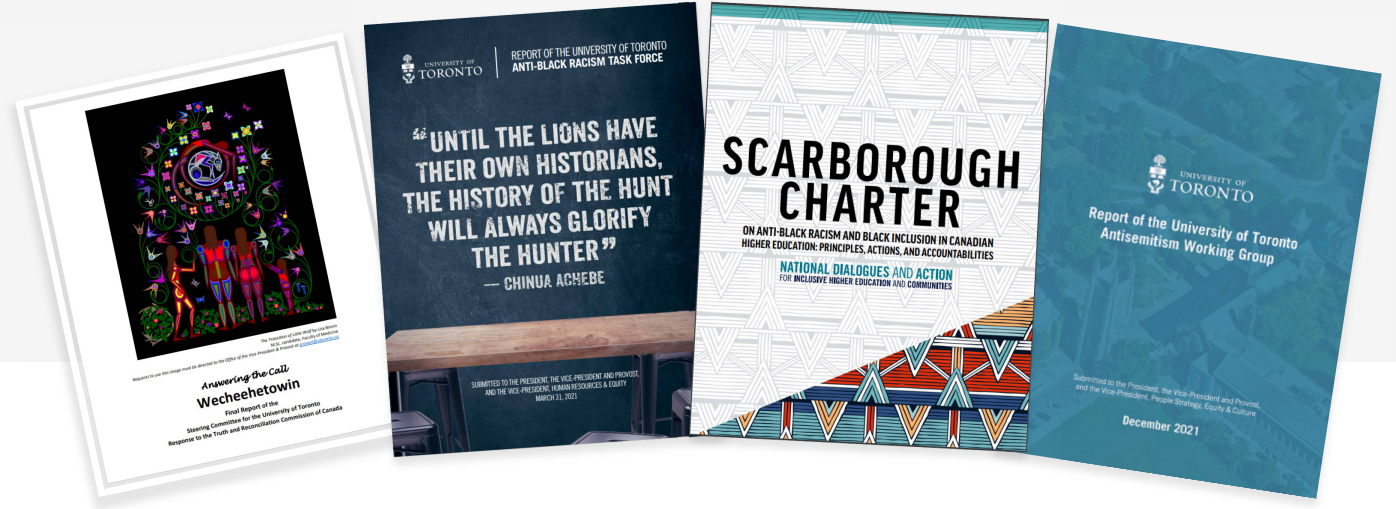
## Average Number of External Applicants Per Posting



## Voluntary Exits and Resignation Trends by Staff Type



# Being Accountable to our Community



## Supporting Systems Change

- In 2021, the University of Toronto took significant steps to demonstrate inclusive leadership and transform our institutional culture.
- Reports from the Anti-Black Racism Task Force and Antisemitism Working Group, together with the Scarborough Charter and U of T TRC Steering Committee Report, will guide our pathway forward.
- Data and ongoing community consultation will inform our efforts.

# Leading With Inclusion & Compassion

- As part of the mandate of the VP, PSEC, PSEC will develop "an institutional framework to promote equity, diversity and inclusion"
- This framework will inform the Future of Work initiative and activities across our institution.
- Consultation, collaboration, and evaluation will remain our core strategies to ensure we meet the needs of our community and employees.

<https://commitments.utoronto.ca/>