

Equity, Diversity & Inclusion Report 2024

Office of the Vice-President,
People Strategy, Equity & Culture



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Impact of Equity Work at U of T

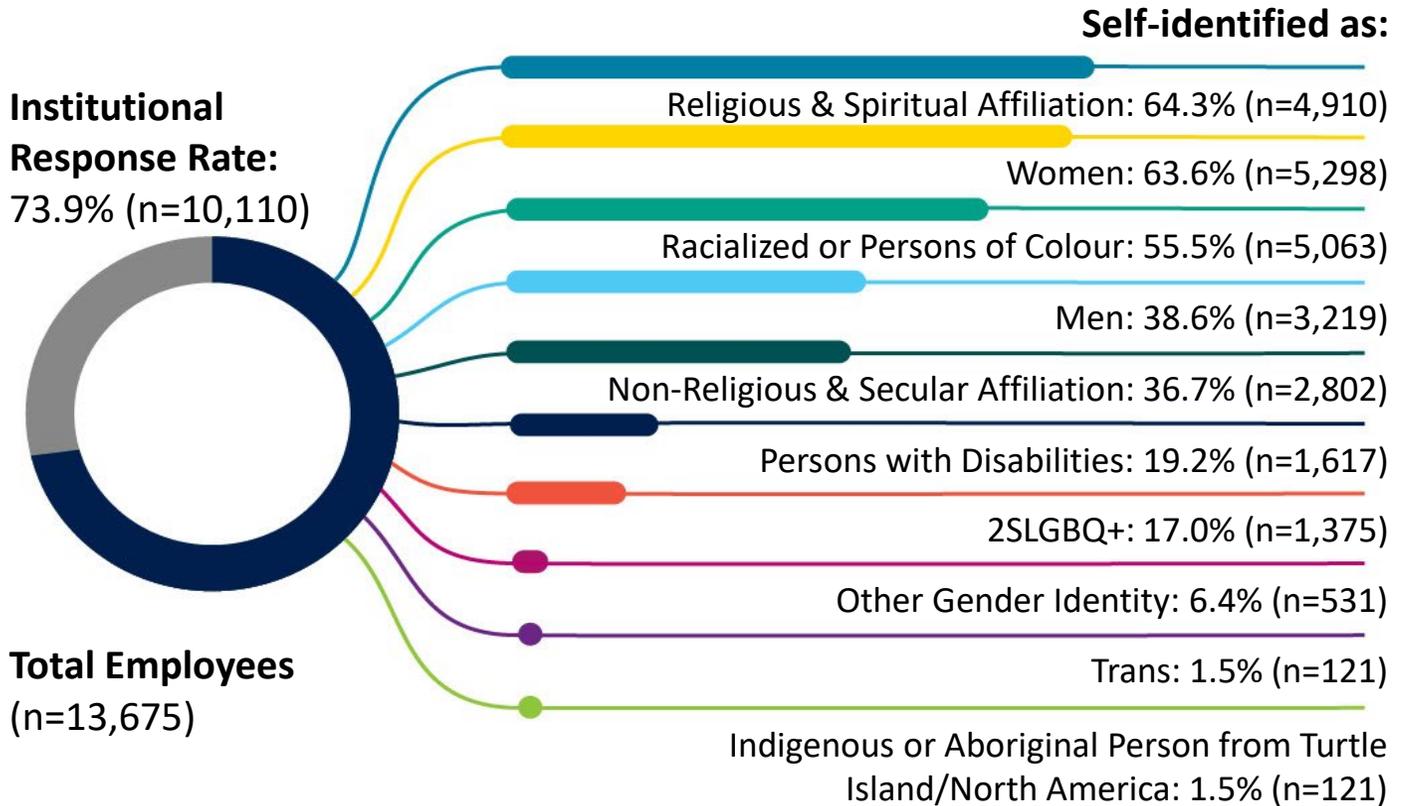
- The University strives to have a workplace that reflects the diversity of our surrounding communities.
- As a participant in the Federal Contractors Program (FCP), we are required to collect and analyze our employment equity information.
 - This data can assist in identifying potential barriers and opportunities related to employment at the University.
- U of T exceeds FCP requirements through its Employment Equity Survey and online dashboard. These provided our divisions and campuses with a more comprehensive understanding of our community and support the development of responsive initiatives.



Informing our Community

EDI is using data to be accountable and inform priorities

- Institutional Overview of the Employment Equity Survey data



Response Rates:

Staff:
77.9% (n=7,645)

Faculty Member:
63.6% (n=2,350)

Librarian:
68.0% (n=115)



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Staff: Changes from 2023 to 2024

	New Hires		Promotions		Exits		Overall Representation
Indigenous or Aboriginal People from Turtle Island/North America	+1.0%	*	*	*	*		+0.2%
Racialized or Persons of Colour	-0.2%	+6.3%	-0.9%		+1.6%		
Persons with Disabilities	-5.3%	+0.4%	+4.2%		-1.5%		
2SLGBQ+	-0.5%	+0.9%	-3.7%		-0.2%		
Other Gender Identity	-0.7%	+1.2%	-2.7%		+0.3%		
Trans	-0.8%	-0.4%	-1.1%		no change		
Women	-5.0%	-0.2%	-0.7%		+0.4%		
Men	+5.1%	+1.6%	+3.9%		+0.4%		

* Indicates data points that are not reportable due to the small sample size (n=less than 5).

Faculty Members: Changes from 2023 to 2024

	New Hires	Promotions	Exits	Overall Representation
Indigenous or Aboriginal People from Turtle Island/North America	*	*	*	no change
Racialized or Persons of Colour	↓ -11.7%	↑ +0.8%	↑ +2.9%	↑ +1.8%
Persons with Disabilities	↑ +4.6%	↑ +6.8%	↑ +9.8%	↓ -1.2%
2SLGBQ+	↑ +0.9%	↓ -8.5%	↑ +8.5%	no change
Other Gender Identity	↑ +3.7%	*	*	↓ -0.5%
Trans	*	no change	*	no change
Women	↓ -2.0%	↑ +4.6%	↓ -5.1%	↓ -1.0%
Men	↓ -0.3%	↓ -4.4%	↓ -1.4%	↑ +1.3%

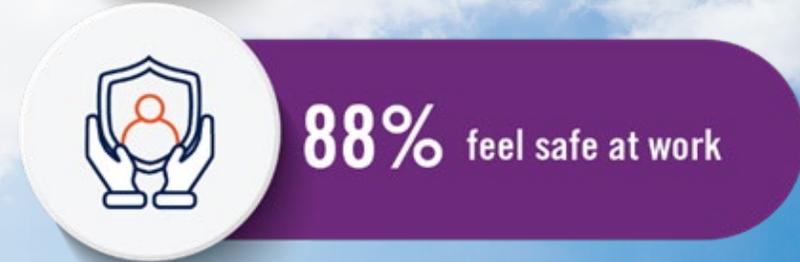
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Speaking Out! Survey Results 2024

- **Data Collection:** November 6-24, 2024



- 3,824 Survey Responses/13,249 Employees



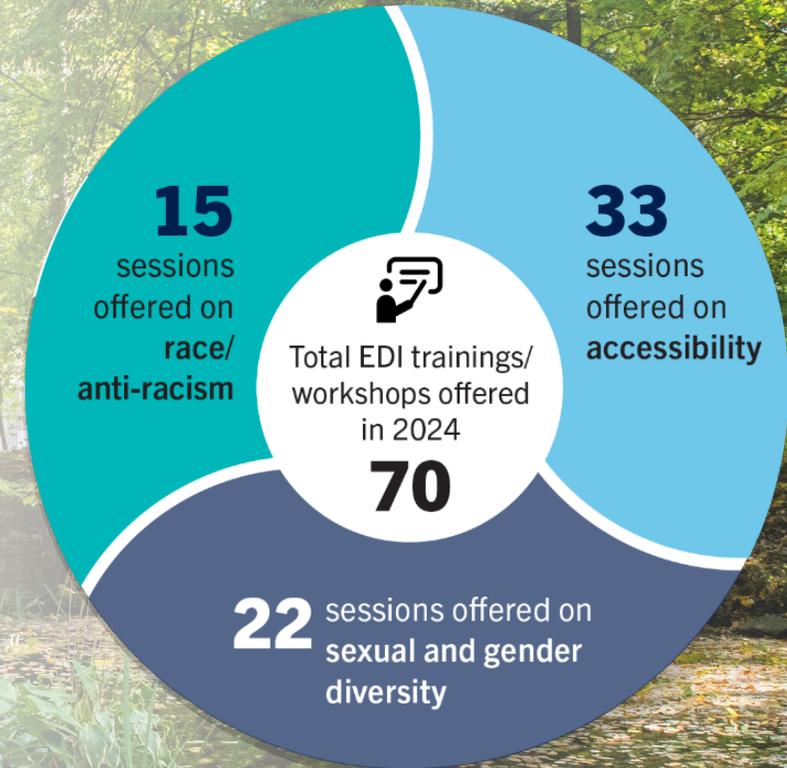
Speaking Out! Additional Results

- Comparing the Speaking Out! Data from 2024 to the data from 2022 revealed several interesting trends:



Sustaining a Culture of Inclusion

- Created **pathways for diverse** hiring with an updated **Diversity in Recruitment Staff Manual and Toolkit**.
- Provided robust **education and community engagement programs** to foster inclusive environments.
- Launched **Multi-Year Accessibility Plan Consultation Committee, Review of U of T's *Statement on Prohibited Discrimination and Discriminatory Harassment***, web resource on **Addressing Antisemitism**, and **Muslim, Arab, and Palestinian Discrimination Working Group**.
- Monitoring **staff retention and promotion**.



2025 and Beyond

- Return to core principles & values that inform our work: community, commitment, compassion
- Recognize importance of will & resources
- Create spaces that enable dialogue, build trust, and affirm our unique stories



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Questions?

people.utoronto.ca/about/reports



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