



TO: Business Board

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AGENDA ITEM: **5(b)**

ITEM IDENTIFICATION:

Employment Equity Report, 2007

JURISDICTIONAL INFORMATION:

Business Board has jurisdiction over Personnel Policies and Terms and Conditions of Employment for administrative and unionized staff.

This report will also be reviewed by Academic Board, which has jurisdiction over Policies on Academic Appointments and matters relating to academic employment.

PREVIOUS ACTION TAKEN:

This is an annual report.

HIGHLIGHTS:

The *2007 Employment Equity Report* provides an update of the University's employment equity work plan and progress on initiatives for the period October 1, 2006 – September 30, 2007. The report focuses on the recruitment, hiring, training, promotion and exits of employees based on the employment equity surveys completed by new employees, the results for the 2006 census of the entire workforce, and data reported by search committees to the Provost with respect to academic appointments.

Key points from the report are as follows:

Academic positions

1. Just over one half of all faculty hires were women, the highest percentage in the past five years, with considerable improvement in the Physical Sciences, the Life Sciences and the Social Sciences. Women in tenured and nontenured faculty positions now comprise 34.8% of faculty, only very slightly below the availability level of 36.2%.

The representation of visible minority faculty now matches the external availability data (at 13.3%)

The representation among faculty of Aboriginal people and persons with a Disability remains low and both groups are underrepresented in comparison with external availability data. Ongoing efforts to increase representation will continue.

The representation of Sexual Minorities among faculty is at 4.4%.

2. In terms of promotion, 18 of the 49 promotions to Full Professor were women, which is proportional to their representation within the Associate Professor ranks. Six of the 49 promotions to Full Professor were representatives of the other designated groups.
3. Of the 187 academic leadership positions, 33.9% are held by women, 7.4% by visible minorities, 2.9% by sexual minorities and 0.6% by persons with a disability.

Administrative positions

4. Women hold 62.4% of all administrative positions and exceed external availability data for a significant number of employee categories, particularly at the senior levels.

Visible minorities hold 29.9% of administrative positions and similarly exceed external availability data at senior levels.

Persons with disabilities hold 3.5% of administrative positions, and exceed the external availability data in eight of the employment categories.

Aboriginal persons hold 1.1% of administrative positions. While their representation exceeds external availability data for a number of employment categories, they are under represented within Professional and middle manager streams.

Sexual minorities hold 4.6% of administrative positions are represented at all levels.

5. The University received over 43,000 applications for 750 vacancies. Hiring across each of the designated groups either met (for women) or exceeded (all others) their representation with the University workforce.
6. Access to training and development opportunities as well as promotions were consistent with representation within the University.

Planned Initiatives

There are a number of initiatives outlined in Section 3.0 of the report including:

As follow up to the Faculty and Staff Experience Survey, four working groups have been established to address areas for improvement, including perceptions of a small percentage of employees who reported sometimes feeling left out or treated unfairly due to gender, ethnic or cultural origin, religious affiliation, disability or sexual orientation.

Survey data pertaining to faculty job satisfaction, augmented by data obtained through the Collaborative on Academic Careers in Higher Education (COACHE), will augment research into trends in faculty recruitment, integration, promotion and retention.

With respect to the recruitment of administrative staff, an HR Toolkit is being developed to facilitate outreach to diverse communities to broaden and deepen the applicant pool.

An awareness campaign will be developed to address attitudes and lack of understanding regarding mental health issues

A career development program for Aboriginal employees will be established.

The University has increased its commitment to the mentoring of internationally trained immigrant professionals in partnership with the Toronto Regional Immigrant Employment Council.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

There are no financial or planning implications beyond those already identified within Divisions' Academic Plans.

RECOMMENDATION:

It is recommended that the Business Board receive the *2007 Employment Equity Report*.