



# University of Toronto

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OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES

TO: Business Board & Academic Board

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DATE: April 17 for May 8, 2003

AGENDA ITEM: 8 (Business Board) & 9d (Academic Board)

## **ITEM IDENTIFICATION:**

### **2002 Employment Equity Report**

## **JURISDICTIONAL INFORMATION:**

The Board receives the Employment Equity Report for review purposes only.

## **PREVIOUS ACTION TAKEN:**

N/A

## **HIGHLIGHTS:**

While the numbers of women and visible minorities hired into the tenure stream continue to be encouraging, they are not increasing as rapidly as we would like. Further, faculty with disabilities and Aboriginal faculty members continue to be underrepresented. Although the number of women in positions of academic leadership has increased, the representation of visible minorities and persons with disabilities has remained static.

With respect to administrative and unionized staff, there is a generally more positive equity snapshot. However, there tend to be fewer members of the designated groups in senior positions, although women and visible minorities exceed the availability data in middle management. Persons with disabilities and Aboriginal persons continue to be underrepresented in within administrative and unionized staff.

## **FINANCIAL AND/OR PLANNING IMPLICATIONS:**

The Provost's Office and the Office of the Vice President Human Resources have initiated a number of activities and projects aimed at addressing areas of under representation. Key amongst these are the development of a green paper on Equity which

will advise the Equity Framework included as part of the Provost's Academic Planning exercise; a number of new appointments in these two offices focusing on equity issues; a focus on disability issues, including the development of the University plan for compliance with the ODA; a focus on developing initiatives to increase the representation of Aboriginal persons into all staff categories.

I will be working with the Vice-President and Provost to develop a specific action plan for employment equity as part of the academic planning exercise.

**RECOMMENDATION:**

None. Report for information and review purposes only.