

Presentation to Business Board

March 31, 2014

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Human Resources & Equity
University of Toronto



Key Themes: 2013

- Improving our client service delivery models & communications
- Elevating and cementing U of T's role as a leader in Equity.
- Providing a safe and healthy teaching, learning and working environment for faculty, staff and students.
- Managing the University's relationship with its unions.
- Focusing on leadership and succession planning.
- Promoting a culture of recognition across the University.
- Responding proactively to the changing recruitment needs of the University.

Staffing Numbers

Employee Group	# of Employees (2013)
- Faculty & Librarians	3244
- Staff	6481
- Casual Staff	3099
- Sessional Lecturers	1486
- TA's	4778
Salary & Benefits Budget	(\$M's) (2012-2013)
Salaries	1086.9
Benefits:	
- Legislative	69.7
- Pension*	182.2
- Other Benefits	72.0

* Includes \$87.3 M pension Special Payments

Client Service

Reviewing and improving our client service delivery models



- Review and realignment of HRE Central organizational structure & Divisional Shared Services.
- Tools for Roles' Management and Performance Management
- Enhanced online access to Collective Bargaining Agreements
- Update of 'Your Benefit Resource' website
- Online access to Annual Pension Statements
- Expansion of Employee Self Serve (ESS) for casual staff

Communications

Continuing to improve our communications both within and outside of the Division



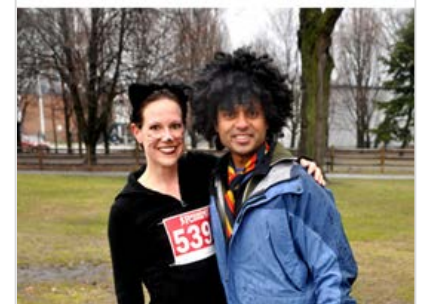
- Labour Negotiations Updates – A New Resource
- Division's increased use of social media to communicate
 - LinkedIn: Recruitment / Employer Branding
 - Facebook: Anti-Racism & Cultural Diversity Office; Sexual & Gender Diversity Office; Equity & Diversity Office at UTM

Community Outreach

Helping our communities to
become a great place to work,
learn and thrive



- ‘Off the Clock’ and ‘Where We Work’ employee features
- Community Job Fairs
- U of T’s United Way Campaign
- U of T Gift of Life Campaign
- AIDS Walk for Life
- CIBC Run for the Cure



Equity & Diversity

Elevating and cementing U of T's
role as a leader in Equity



- Engaging with Equity & Diversity
- Accessibility for Ontarians with Disabilities Act (AODA)
- Education & Training Initiatives

Health, Safety & Well-being

Providing a safe and healthy teaching, learning and working environment for faculty, staff and students



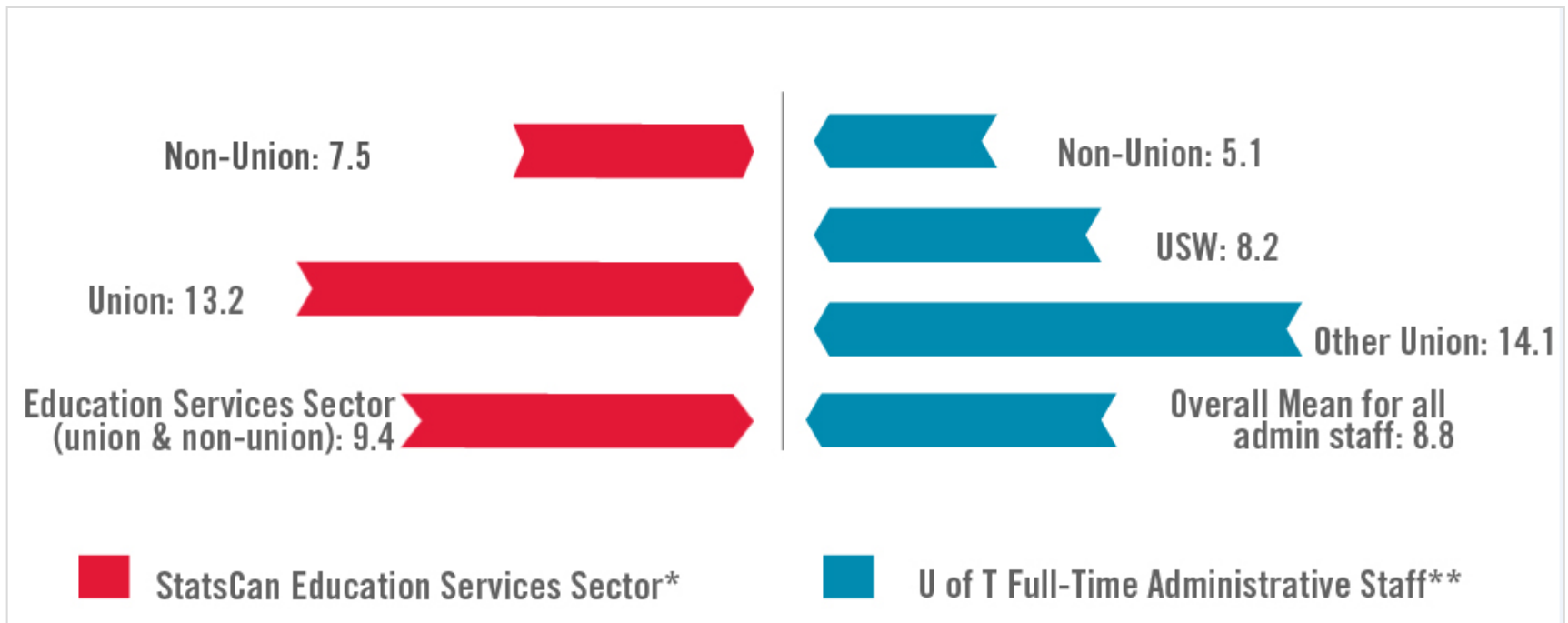
Work-Life Support

- Academy of Well-being

Health & Safety Assessments, Education & Training

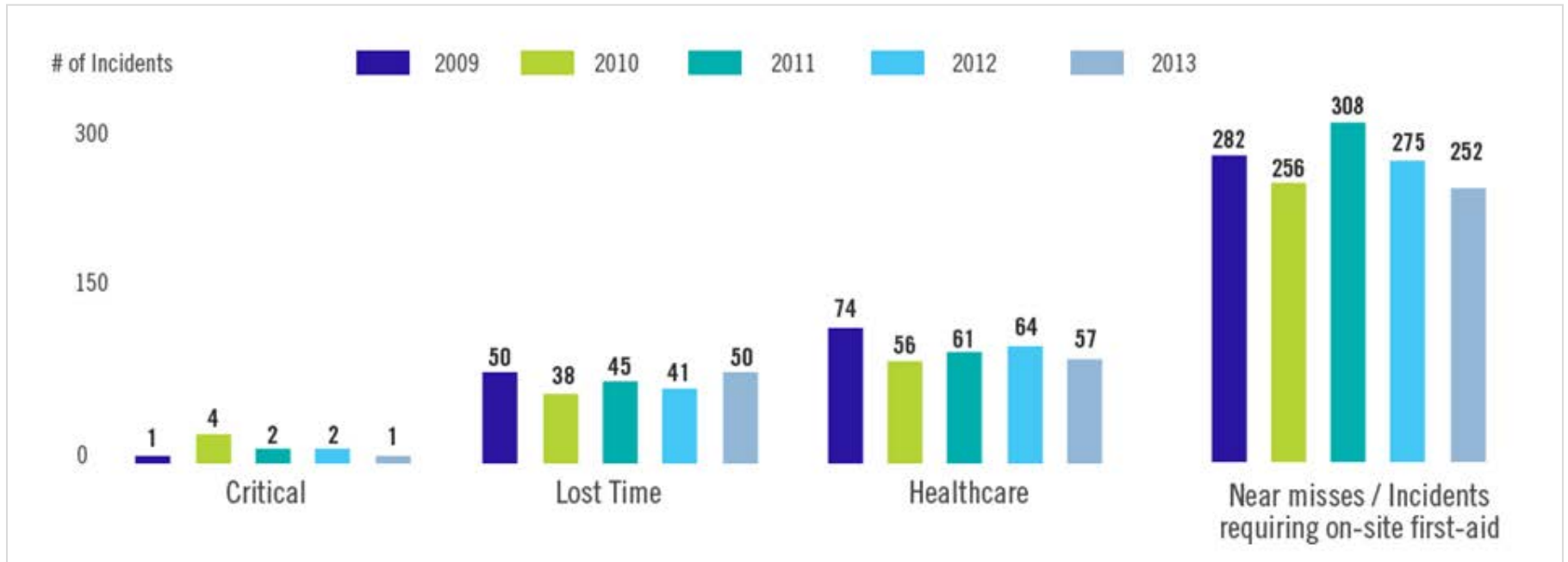
Health, Safety & Well-being

Sick Days Lost per Worker in Year



Health, Safety & Well-being

Year-Over-Year Workplace Incident Comparison



Labour Relations

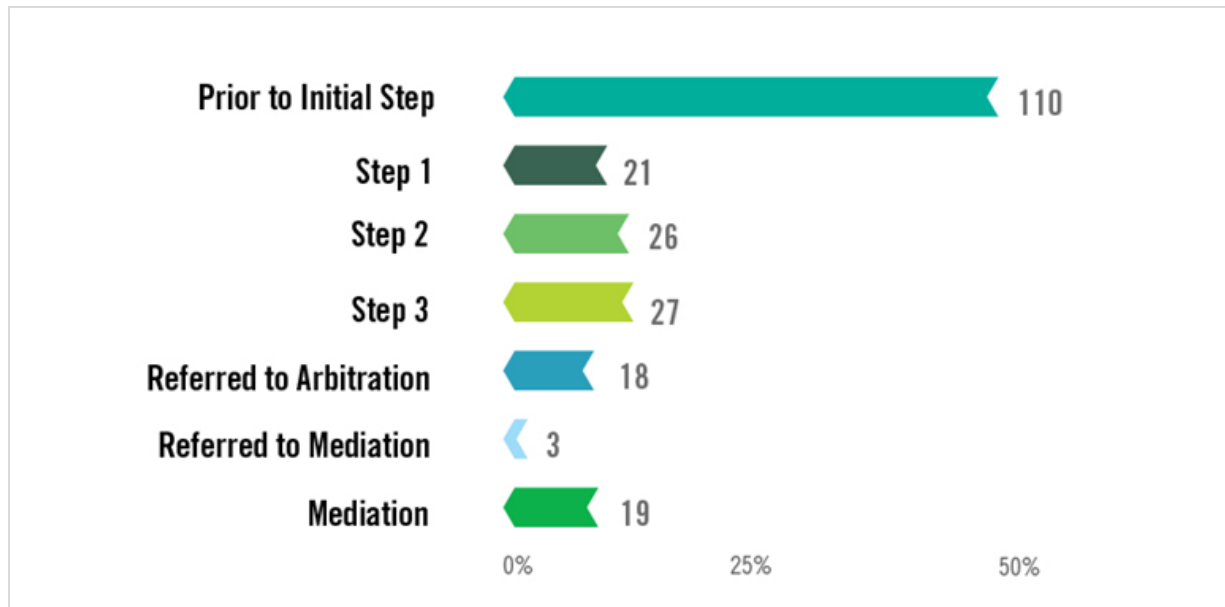
Managing the University's relationship with its unions



- **Collective Bargaining**

CUPE Sessional Lecturers; Casual Library Workers; Casual Service Workers

- **Grievances (224)**



Leadership Development

Focusing on leadership and succession planning



- Launch of the ‘New Managers Academy’
- Business Management Leadership Program

Recruitment

Proactively responding to the changing recruitment needs of the University



- Evolution of the Strategic Recruitment Centre
- Use of LinkedIn for Recruitment
- Recruitment Partnerships

Employment Equity Report 2013



UNIVERSITY OF
TORONTO

Employment Equity

- Return rate of survey declined to 85.53%
- Programs and initiatives promoting a diverse and inclusive community for faculty and staff continue across the University

Employment Equity in Action

- Elevating the Profile of Equity
 - UTM established an Equity & Diversity Office
 - U of T hosted the College and University Work Family Association (CUWFA) conference
 - Connections with TRIEC and SCI Ontario
- Training and Information Sessions
 - Equity, diversity, and inclusion for Professional & Managerial staff
 - Positive Space Panels and Info Sessions
 - Family Care Office session re: family-related leaves

Employment Equity in Action

- Events and Celebrations
 - The Family Care Office (FCO) and the Early Learning Centre (ELC) celebrated 20 and 10 years respectively
 - The Centre for Aboriginal Initiatives/Aboriginal Studies Program and the Faculty of Law hosted the inaugural conference “Encounters in Canada – Contrasting Indigenous and Immigrant Perspectives”.
 - IDERD and International Women’s Day
 - QUTE and Pride Events

For more information:

For information and copies of the Human Resources & Equity and the Employment Equity reports, please visit:

www.hrandequity.utoronto.ca

Questions?

hrandequity@utoronto.ca

And, don't forget to 'follow us'



Thank you.



The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.