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

Confidential
PM
Knowledge workers
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/