Report on Employment Equity 2021
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## Report on Employment Equity 2021

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Statement of Acknowledgement of Traditional Land

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit.

Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.
Introduction

Today, institutions and corporations around the world are deeply invested in data-driven decision-making: developing ways to collect and analyze data that can inform short- and long-term strategies. The University of Toronto is no exception, and it is not difficult to understand why. All our activities—from learning and teaching to doing research and working in non-academic roles—benefit from broad representation in perspectives and experiences. In fact, U of T’s standard of excellence is informed at its very core by the concept of inclusion. We cannot expect to meet, let alone exceed, this standard until our learning and working environments fully represent the diverse communities that surround our campuses, and that reflect and strengthen our global connections.

Since 1996, the Employment Equity Survey has been a tool for our Division—and the University more broadly—to gain some understanding of our complex workforce each year. The survey’s substantial revision in 2016 added to this understanding, providing insight into how our employees may self-identify in multiple ways. Moreover, the fact that we have seen a recent rise in survey participation (90.6% this year) is encouraging, as it gives us a larger sample size from which to gather observations.

However, as the final report of the Anti-Black Racism Task Force, the Scarborough Charter, and many members of our community contend, this data has also been limited. Among other shortcomings, it does not allow us to make more granular, comparative analyses and develop strategies to address very specific gaps in representation across our institution.

I am pleased to call this year’s Report on Employment Equity a work in progress. It reflects the most recent outcomes of discussions we have been having across our three campuses and with our community. Releasing an online dashboard along with the 2021 Report is the first step in the “Employment Equity Project” we began in response to recommendations from the Anti-Black Racism Task Force. Our next step is to substantially revise the Employment Equity Survey (to be released in 2023), and to make enhancements to the online dashboard to help us share this data in a more transparent and dynamic way with our internal and external communities.

As a Division and as an institution, we are actively working through methods of collecting and analyzing data. This spring, we look forward to engaging deeply on this topic with the Inter-Institutional Forum of the Scarborough Charter and Statistics Canada, and we seek ongoing opportunities to do so. At the University of Toronto, making strategic decisions with meaningful data keeps us accountable to our community. Realizing this, we will continue to improve how and what we collect as well as how and what we share.

I invite you to explore this 2021 Report and its companion dashboard as one of many conversations we are having to support excellence across our workforce and our institution.

Kelly Hannah-Moffat
Vice-President, People Strategy, Equity & Culture
About the Report

Employment equity is a program designed to address disadvantages in employment for Indigenous or Aboriginal People of North America, Persons with Disabilities, Racialized or Persons of Colour, 2SLGBTQ+ individuals, and Women.

This includes implementing policies, practices, and reasonable accommodations to ensure that individuals who self-identify in these designated groups are represented in the University’s workforce composition at levels representative of our diverse community.

Assessing employment equity requires measuring the University’s progress towards achieving and exceeding anticipated representation rates. The University’s Employment Equity Survey is the cornerstone of this measurement and is available to all appointed and non-appointed employees of the University.

Our Survey Examines

- Gender and Gender Identities
- Racialized or Persons of Colour
- Ethnocultural Identities
- Persons with Disabilities

Respondents may choose to respond to some or all questions in the voluntary survey. Respondents can choose more than one response per question and can modify their responses at any time within the reporting period.

New Approach to Data: The Employment Equity Data Dashboard

This year, we are pleased to present the University of Toronto community with an interactive data dashboard companion to this report. This dashboard features Employment Equity Data from 2017 to 2021. Viewers can explore and filter the substantive data by employee type, year, and campus to fully engage with available equity data. This report features an overview of our institutional level data as well as key highlights for staff, faculty, and librarians. The dashboard also introduces an overview of available equity data for our CUPE 3902, Unit 1 employees. A detailed User Guide is available to support your engagement with the interactive dashboard at https://uoft.me/eedash

Data Collection and Analysis

The data contained in this report and the companion dashboard is a snapshot of the responses provided by University of Toronto employees as of December 31, 2021.

The dashboard also contains applicant data for the period of January 1 to December 31, 2021. Individuals reflected in this data chose to complete an anonymous survey as part of their application to a U of T job posting. Having such data helps us determine the effectiveness of programs designed to expand the diversity of our applicant pools.
Definitions of Terminology

Please reference the following definitions as you engage with the data presented in this report and on the Employment Equity Data Dashboard.

**Exits:** Employees with a termination event in the reporting period of January 1 to December 31, 2021. Includes both voluntary (e.g., retirements) and involuntary termination reasons.

**Gap Analysis:** Or Labour Availability Analysis, tells us whether the representation rates at the University in each of the designated groups is at, below, or above the representation rates of those groups in the Canadian workforce for different types of positions.

**Gender Identity:** Each person’s internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex.

**Indigenous or Aboriginal People of North America:** First Nations (status, non-status, treaty or non-treaty), Métis, Inuit, or Native American (US).

**Institutional Response Rate:** Includes respondents who selected the “I choose not to answer this survey” option at the beginning of the survey.

**Labour Availability:** The total external availability of qualified candidates in Ontario with the minimum qualifications to be a candidate for work in a particular Employment Equity Occupational Group (EEOG).

**New Hires:** Employees with an Employment Date in the reporting period of January 1 to December 31, 2021.

**Persons with Disabilities:** Persons who have long-term or recurring physical, mental, sensory, psychiatric, or learning impairment(s) AND

A) who consider themselves to be disadvantaged in employment by reason of that impairment,

OR

B) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons with disabilities who have been accommodated in their current job or workplace.

**Promotions:** Employees with a Promotion or Reclassification event in the reporting period. This also includes the promotion of tenured faculty from Associate Professor to Professor and of Continuing Stream, Teaching Stream faculty from Associate Professor, Teaching Stream to Professor, Teaching Stream as recorded in the Human Resources Information System (HRIS).

**Representation Rate:** The proportion of staff, faculty, and librarians identifying in each designated category.

**Racialized or Persons of Colour:** Members of such groups in Canada are persons, other than Indigenous or Aboriginal People (already defined), who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

**Substantive Response Rate:** The number of responses to the survey, excluding those who selected “I choose not to answer this survey.”

**Trans:** A person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differ from stereotypical masculine and feminine norms. Trans is also used as an umbrella term for those who identify as transgender, trans, nonbinary, gender non-conforming, genderqueer, or an analogous term.

**Two-spirit/2S:** A cultural and spiritual identity used by some Indigenous people who have both masculine and feminine spirits. Employees self-identifying as two-spirit can make this selection under the sections of both “Gender and Gender Identity” and “Sexual Orientation.” Two-spirit is one of many words to describe various genders, sexes, and sexualities. Employees identifying as women, men, or trans can identify in any number of other categories that help inform their own social identities.
The principles of equity, diversity, and inclusion are fundamental to the University of Toronto.

Across our three campuses, we work to integrate these principles into our processes and our activities. We also strive to create an environment where everyone feels they can meet their full potential. In this way, our scholarship, teaching, and work are enriched by a broad range of people and ideas.

The Employment Equity Survey is one of many tools that provide insight into our workforce and help us understand where more work needs to be done. We encourage our employees to complete our Employment Equity Survey annually.

We have observed year-over-year increases to our institutional response rate. Our current response rate is the highest it has been since 2013 [response rate: 90.6% (n=10,860), substantive response rate: 72.4% (n=8,670)].

We invite you to engage with the new Employment Equity Data Dashboard to explore our community’s responses to the Employment Equity Survey from 2017 to 2021.

More information about equity, diversity, and inclusion initiatives across our three campuses can be found in our annual Equity, Diversity, and Inclusion Reports, available at: https://people.utoronto.ca/about/reports/
Institutional Response Rates

Institutional response rate for the 2021 Employment Equity Survey: 90.6% (n=10,860).

Improvement to the institutional response rate of the 2020 Employment Equity Survey: 1.2% (n=456).

The institutional response rate includes respondents who selected the “I choose not to answer this survey” option at the beginning of the survey. The substantive response rate, which excludes those who selected “I choose not to answer,” was 72.4% (n=8,670), an increase of 2.6% in participation.

Institutional: 90.6% (n=10,860)

Substantive: 72.4% (n=8,670)

Faculty: 91.3% (n=3,230)

Substantive: 71.0% (n=2,513)

Librarians: 94.0% (n=157)

Substantive: 79.6% (n=133)

Staff: 90.3% (n=7,473)

Substantive: 72.8% (n=6,024)
Institutional Overview

Institutional Overview: Representation & Ethnocultural Identity

Representation Rates: All Employees
Responses reflect how all employees self-identified in the Employment Equity Survey. The following are some of the ways in which all employees self-identified:

In each case, n=the number of respondents who self-identified in each category.

Ethnocultural Identities: All Employees
Responses reflect how all employees chose to self-identify in terms of ethnocultural identity in the 2021 Employment Equity Survey. The following are some of the ways in which all employees self-identified:

In each case, n=the number of respondents who self-identified in each category.
Institutional Overview

Tri-Campus Overview: Representation & Ethnocultural Identities
Residing in communities across the Greater Toronto Area, U of T offers an extraordinary environment in which to learn and work. The University’s tri-campus structure welcomes and encourages each campus to build their own individual identity to reflect the diversity of the communities in which they reside.

Representation Rates: Tri-Campus
Responses reflect how employees across our tri-campus community self-identified in the Employment Equity Survey. The following are some of the ways in which all employees self-identified:

In each case, n=the number of respondents who self-identified in each category.
*Note: not reportable due to the small sample size.

Self-Identified as Women:
- UTSG: 60.1% (n=4,081)
- UTM: 59.2% (n=558)
- UTSC: 61.8% (n=530)

Self-Identified as Men:
- UTSG: 39.3% (n=2,666)
- UTM: 40.4% (n=381)
- UTSC: 37.6% (n=323)

Self-Identified as Trans:
- UTSG: 1.1% (n=77)
- UTM:*
- UTSC: 0.8% (n=7)

Self-Identified as Racialized or Persons of Colour:
- UTSG: 32.7% (n=2,146)
- UTM: 34.7% (n=312)
- UTSC: 42.1% (n=351)

Self-Identified as Black:
- UTSG: 6.1% (n=401)
- UTM: 7.5% (n=68)
- UTSC: 9.3% (n=77)

Self-Identified as Indigenous or Aboriginal People of North America:
- UTSG: 1.3% (n=85)
- UTM: 0.9% (n=8)
- UTSC: 0.7% (n=6)

Self-Identified as Persons with Disabilities:
- UTSG: 9.1% (n=593)
- UTM: 8.1% (n=73)
- UTSC: 8.8% (n=72)

Self-Identified as 2SLGBQ+:
- UTSG: 10.7% (n=685)
- UTM: 9.6% (n=84)
- UTSC: 8.8% (n=72)
Institutional Overview

Ethnocultural Identities: Tri-Campus
Responses reflect how employees across our tri-campus community have self-identified in terms of ethnocultural identity in the 2021 Employment Equity Survey. Respondents identifying with multiple identities are counted in each category selected.

Self-Identified as White:

- UTSG: 59.5% (n=3,893)
- UTM: 58.2% (n=525)
- UTSC: 52.5% (n=437)

Self-Identified as Asian:

- UTSG: 29.6% (n=1,935)
- UTM: 29.4% (n=265)
- UTSC: 34.7% (n=289)

Self-Identified as Black:

- UTSG: 6.1% (n=401)
- UTM: 7.5% (n=68)
- UTSC: 9.3% (n=77)

Self-Identified as Latin or Hispanic:

- UTSG: 4.0% (n=265)
- UTM: 6.0% (n=54)
- UTSC: 3.4% (n=28)

Self-Identified as Middle Eastern:

- UTSG: 4.1% (n=267)
- UTM: 4.4% (n=40)
- UTSC: 4.9% (n=41)

Self-Identified as Mixed Race:

- UTSG: 3.7% (n=241)
- UTM: 3.8% (n=34)
- UTSC: 4.4% (n=37)

In each case, n=the number of respondents who self-identified in each category.

We invite you to engage with the new Employment Equity Data Dashboard to explore our community’s responses to the Employment Equity Survey from 2017 to 2021.

DASHBOARDS
Key Highlights For Staff

As we engage with the data for staff on the interactive Employment Equity Data Dashboard, we are pleased to observe that our initiatives and programs are making progress in addressing some of the identified gaps in the diversity of our community. We remain committed to enhancing employment equity and to creating an inclusive culture where everyone feels that they belong.

Here are some key areas in which our 2021 data highlights changes to our community.

A. Continued increase in staff who self-identified as Racialized or Persons of Colour, Black, Persons with Disabilities, 2SLGBQ+, and Trans.

Year-over-year, we continue to grow an inclusive, diverse University community as we see an increase in our staff composition for respondents who self-identified in a number of equity-deserving groups.

B. Increases in the proportion of applicants who self-identified as Racialized or Persons of Colour, Black, Persons with Disabilities, and 2SLGBQ+.

Despite the challenges with talent shortages and concerns about a reduction in the diversity of the talent pools due to the COVID-19 pandemic, the University has continued to expand the diversity of our applicant pools.

C. Noteworthy increases occurred in the number of hires for staff who self-identified as Women, Racialized or Persons of Colour, Black, 2SLGBQ+, and Indigenous or Aboriginal People of North America.

Hires in 2021 reflect growth towards a community that is more reflective of the Greater Toronto Area.

D. The rate of promotions increased for staff who self-identified as Women, Racialized or Persons of Colour, Black, and Persons with Disabilities.

We continue to advance representation for a number of equity-deserving groups by promoting individuals to more senior roles within the University.

We invite you to engage with the new Employment Equity Data Dashboard to explore our community’s responses to the Employment Equity Survey from 2017 to 2021.
Key Highlights For Faculty & Librarians

There have been no significant changes in how appointed faculty and librarians self-identify since the last report (2020). The balance between the various categories of appointed faculty (tenured/tenure stream; continuing stream teaching stream; and other) has remained constant. The substantive response rate for faculty has increased from to 67.3% (n= 2,347) to 71.0% (n=2,513) and for librarians from 77.1% (n=128) to 79.6% (n=133). At the same, the total number of appointed faculty has increased very slightly from 3,489 to 3,538 (an increase of 49). This provides us with increasingly rich data concerning our faculty and librarian complement.

A. The diversity of faculty in continuing appointments.

Across the University as a whole, faculty in continuing appointments (which include tenured/tenure stream faculty and teaching stream faculty in the continuing stream) are as diverse as faculty in contractually limited term appointments and part-time appointments across all categories. The one exception to this is that a slightly larger percentage of faculty in non-continuing appointments self-identified as Women (58.6%) as opposed to the percentage of faculty in continuing appointments who self-identified as Women (45.1%).

B. The number and proportion of faculty and librarians who self-identified as Racialized or Persons of Colour continue to rise.

The percentage of all appointed faculty who self-identified as Racialized or Persons of Colour increased from 21.9% (n=496) of those who provided substantive responses in 2020 to 24.5% (n=595) in 2021, an increase of 2.6% (n=99). This included 24.2% (n=401) of faculty who are tenured/in the tenure stream and who provided substantive responses (up from 22.1% (n=348) in 2020); and 25.5% (n=83) of continuing stream teaching stream faculty (up from 22.2% (n=67) in 2020). Similarly, the percentage of librarians who self-identified as Racialized or Persons of Colour increased from 14.4% (n=18) in 2020 to 18.5% (n=24) in 2021, an increase of 4.1% (n=6).

C. The number of Indigenous or Aboriginal People of North America and Black faculty in appointed faculty positions continues to rise.

1.5% (n=37) of all appointed faculty who provided substantive responses self-identified as Indigenous or Aboriginal People of North America. Of these, 27 were in the tenure/tenure stream (or 1.6% of the 72.3% of tenure/tenure stream faculty who provided substantive responses).

3.8% (n=91) of all appointed faculty who provided substantive responses self-identified as Black. Of these, 67 were in the tenure/tenure stream (or 4.1% of the 69.8% of tenure/tenure stream faculty who provided substantive responses). This latter number is an increase from 3.5% (n=54) of those tenured/tenure stream faculty who provided substantive responses in 2020.

D. The diversity of faculty across the three campuses.

The patterns in how appointed faculty self-identified are remarkably consistent across the three campuses. UTSC has a slightly higher percentage of faculty who provided substantive responses and who self-identified as Racialized or Persons of Colour (28.3%) than UTSG (24.1%) or UTM (23.8%). UTM has a very slightly higher percentage of faculty who provided substantive responses and who self-identified as 2SLGBQ+ (14.2%) than UTSC (13.5%) or UTSG (11.2%). The percentage of faculty who provided substantive responses and who self-identified as Persons with Disabilities ranged from 10.1% at UTSC to 8.0% at UTSG and 5.8% at UTM for a cumulative percentage of 7.9% (n=189).
The number of new faculty hired who self-identified as Racialized or Persons of Colour was significantly higher this year than last.

In 2021, the University hired 266 faculty to appointed faculty positions (across all appointed faculty categories). 60.9% of these new hires responded to a question about whether they were Racialized or Persons of Colour. Of these, 47.5% (n=77) self-identified as Racialized or Persons of Colour. This compares to 35.8% (n=35) of the 47.7% of new faculty hired in 2020 who provided substantive responses to the same question. Of the same group, 12% (n=20) self-identified as Black in 2021 as compared to 6.8% (n=7) in 2020.

We invite you to engage with the new Employment Equity Data Dashboard to explore our community’s responses to the Employment Equity Survey from 2017 to 2021.
Equity Office Directory

**TRI-CAMPUS EQUITY OFFICES**
Office of the Vice-President, People Strategy, Equity & Culture
vp.psec@utoronto.ca

Accessibility for Ontarians with Disabilities Act (AODA) Office
people.utoronto.ca/inclusion/accessibility

Anti-Racism & Cultural Diversity Office
antiracism.utoronto.ca

Community Safety Office
communitysafety.utoronto.ca

Family Care Office
familycare.utoronto.ca

Health & Well-being Programs & Services*
uoft.me/hwb

Sexual & Gender Diversity Office
sgdo.utoronto.ca

Sexual Violence Prevention & Support Centre
svpscentre.utoronto.ca

**RELATED RESOURCES**
Inclusion at U of T
people.utoronto.ca/inclusion

Office of Indigenous Initiatives
indigenous.utoronto.ca

Indigenous Student Services at First Nations House
studentlife.utoronto.ca/fnh

Multi-Faith Centre
studentlife.utoronto.ca/mf

Safety
safety.utoronto.ca

**UTM CAMPUS**
Equity, Diversity & Inclusion Office
utm.utoronto.ca/equity-diversity

Accessibility Services†
utm.utoronto.ca/accessibility

Health & Counselling Centre†
utm.utoronto.ca/health

**UTSG CAMPUS**
Accessibility Services†
studentlife.utoronto.ca/as

Health & Wellness Centre†
studentlife.utoronto.ca/hwc

**UTSC CAMPUS**
Equity, Diversity & Inclusion Office†
utsc.utoronto.ca/edio

AccessAbility Services†
utsc.utoronto.ca/ability

Health & Wellness Centre†
utsc.utoronto.ca/hwc

* Staff and Faculty Only
† Students Only

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