



Employment Equity Annual Report 2019-2020

To: Program and School Services Committee

Date: 27 May, 2020

Report No.: 06-20-3898

Strategic Directions

- Provide Equity of Access to Learning Opportunities for All Students

Recommendation

That the report be received.

Context

In June 2004, the Board approved an Employment Equity Policy. In February 2005, the Board approved the establishment of an Employment Equity Office and administration of a Self-Identification Census to be completed by all employees. In June 2006, the initial Workforce Census took place. It was followed-up with a workforce census in February, 2012. Recently, in November 2017, a staff wellbeing survey combined with demographic information took place.

Currently the four primary areas for data collection within the Board include:

- Workforce/Staff Census (Every 5-6 years)
- Point of Application (New Applicants to Teaching and Support Staff)
- Point of Hire (During Documentation)
- Principal/Vice Principal Promotion (Application Process)

Please note, due to the current lockdown, demographic data reports cannot be processed, as a result, various data reports are not available. These reports will be shared through Employee Services to Senior Team and Executive Leadership.

The Employment Equity Office carries out a number of initiatives, programs and services to enhance and support employment equity in TDSB and build organizational capacity.

Action Plan and Associated Timeline

The Employment Equity office continues to establish a commitment to the development, implementation and maintenance of employment and promotion policies, practices and procedures that result in and sustain a workforce that, at all levels, reflects, understands and responds to our diverse population. As outlined in the Board's Multi-Year Strategic Plan, the Employment Equity Office of the Board is committed to:

- The ongoing development and communication of the principles of Employment Equity throughout the Board (i.e. students, staff and community).
- The application of equitable hiring, employment and promotion practices.
- Identifying and eliminating systemic barriers to equitable recruitment, selection, hiring, training and development, career counselling, transfer processes, performance assessment and promotion.
- Outreach activities and affirmative action strategies (e.g. identification of candidate groups, mentoring, training and staff development) shall focus on designated groups in order to ensure that all levels of occupational groups within the Board achieve equitable representation.

Resource Implications

Funding will be provided through current existing budget allocations.

Communications Considerations

The Employment Equity report will be shared with key stakeholders through existing TDSB communication channels.

Board Policy and Procedure Reference(s)

Employment Equity Policy (P.029)

Human Rights Policy (P.031)

Equity Policy (P.037)

Accessibility Policy (P.069)

Appendices

- Appendix A: Enhancing Employment Equity

From

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