



## **Employment Equity- Addendum to Annual Report 2020**

### **To: Program and School Services Committee**

**Date:** 29 October, 2020

**Report No.:** 10-20-3965

### **Strategic Directions**

- Provide equity of access to learning opportunities for all students
- Transform student learning
- Create a culture for student and staff well-being
- Provide equity of access to learning opportunities for all students
- Allocate human and financial resources strategically to support student needs
- Build strong relationships and partnerships within school communities to support student learning and well-being

### **Recommendation**

It is recommended that the Employment Equity- Addendum Annual Report 2020 be received.

### **Context**

This report has been produced as an addendum to the Employment Equity Annual Report received by the Board on 17 June 2020.

The Employment Equity Office gathers voluntary workforce data to understand the composition of the Board's workforce, including the representation of designated groups in order to better understand patterns and trends and support future planning. Applicant diversity data is collected to help inform, evaluate and diversify employee recruitment and talent management strategies. These efforts as outlined in the Board's Multi Year strategic plan add to the ongoing work of building the most equitable and inclusive workforce possible where all staff members feel safe, welcome and can flourish.

Employment equity data sets and applicant data on designated group status are also used for monitoring participation rates, measuring and identifying outcomes, identifying outreach priorities and for responding to Human Rights Commission complaints.

The Employment Equity Office is working with Research Services to develop a comprehensive data plan. Currently, a couple of limitations of the workforce/staff census include the inability to provide school based, Learning Centre or department based, staff demographic data sets.

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 (during application)

Overall, consistently across a majority of employee groups, TDSB is hiring and promoting racialized staff at a progressive rate. Staff is currently engaging the Urban Indigenous Education Centre to advance the hiring of Indigenous staff across all employee groups. Furthermore, the hiring of LGBTQ2S individuals has also been progressive. The inclusive hiring of people with known disabilities has remained at a consistent level relative to other groups. However, the representation of this group in the promotion to Principal & Vice Principal positions is relatively low.

Finally, the representation of Black staff at Principal, Vice Principal and Senior Team positions has increased. Based on the most recent Board workforce/staff census from 2017, the overall representation of Black employees across the organization is approximately eight percent (8%). Black employees have a greater representation in Unit A (OSSTF Professional Student Services) at 15.3%, Unit B (CUPE Local 4400 Instructors) 12.2% and Unit C Temporary (Office, Clerical, Technical, Classroom Support Services) 17.1%. Black employees have a slighter lower representation among Elementary teachers at 7.2%, and Secondary teachers at 5%, however, advancement to Principal and Vice Principal (P & VP) levels is greater at 10.8% and even more progressive at Senior Team level at 14.3%. Furthermore, in the Spring 2020 promotions of P & VP's, the representation of successful Black applicants was 21% to the VP list and 26% to the P list. Finally with respect to new teacher hiring onto the occasional and supply teacher rosters, the representation of Black teachers was approximately nine percent (9%).

The Board is committed to the hiring, retention and promotion of staff which will result in a diverse workforce which is representative of the students and communities it serves, and will continue to pursue policies and procedures to that end.

The Minister of Education recently announced that, effective October 29, 2020, Regulation 274 will be revoked, and teacher hiring in Ontario will be dictated by merit, diversity, and the unique needs of schools and communities. To that end, Board staff have been in contact with Ministry staff to ensure compliance with the new regulation.

## **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.

- There shall be an ongoing commitment to the development and communication of the principles of Employment Equity throughout the Board (i.e. students, staff and community).
- Equitable hiring, employment and promotion practices shall be applied.
- Systemic barriers to equitable recruitment, selection, hiring, training and development, career counselling, transfer processes, performance assessment and promotion shall be identified and eliminated.
- Outreach activities and affirmative action strategies (e.g., encouragement, 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: Employment Equity Annual Report 2019- 2020
- Appendix B: TDSB Staff- Workforce Census 2017
- Appendix C: New Hires to TDSB
- Appendix D: Teacher Applicants to Elementary & Secondary Vice-Principal List

## **From**

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