

Our Community Our Diversity

2015 and 2016 Employee Diversity Self-ID Report



**Ryerson
University**

**Office of the Vice-President,
Equity and Community Inclusion**

Proudly diverse, intentionally inclusive: it takes all of us.

“Our values put equity, diversity and inclusion
at the foundation of university life.”

– Dr. Mohamed Lachemi, President and Vice-Chancellor,
Ryerson University

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“Unless we all make inclusion a priority, it won’t happen.”



I am sometimes asked how equity, diversity and inclusion are different. Equity refers to the fair and just treatment of all community members and equitable access to opportunities. Diversity is the appreciation of differences in knowledges, worldviews and experiences that come from membership in different groups and having people from those groups represented. Inclusion is feeling welcomed, supported, respected and readily accommodated. Inclusion is the ambition, if you will, of equity and diversity and is not possible without them.

Making inclusion a priority then, means actively fostering equity and diversity. An inclusive workplace – in which we are “one” though not “the same” – ensures an adaptable, innovative and multifaceted university community in which all members see themselves reflected. But it first requires recognizing the historic discrimination and disadvantage that continue today for some of those members.

Unless we all make inclusion a priority, it will not happen. It is a shared responsibility and there is work to be done. It is crucial for all leaders, faculty and staff to use the information in this report to develop the plans and strategies needed to improve the experience of all Ryerson students, faculty and staff.

If you have questions about equity, diversity and inclusion – or need guidance about how these goals can be achieved in your unit – contact equity@ryerson.ca for assistance.

Dr. Denise O’Neil Green
Vice-President, Equity and Community Inclusion

Ryerson’s 2015 and 2016 Employee Diversity Self-ID Report provides an opportunity for all of us to reflect on our ongoing commitment to inclusion, measure our progress, and take deliberate action where needed. While Ryerson is diverse in many ways, there are still gaps in representation depending on the type of work and the area of the university.

Our priorities and strategies for equity, diversity and inclusion are clearly expressed in our academic plan. Given Ryerson’s vision to be a leader in the city and even the country, we can use this report to ask and answer key questions. How are we doing with the recruitment, representation and retention of faculty and staff from equity groups? Where have we gained and lost ground? Where do gaps continue to exist? What can we do together to further remove barriers and promote the inclusion of all Ryerson employees?

About the 2015 and 2016 Employee Diversity Self-ID Report

In 2016, we released the 2014 Diversity Self-ID Report, providing a snapshot and a baseline from which to measure our progress in advancing workplace equity, diversity and inclusion at Ryerson. The report provided information about the recruitment, representation and retention of employees from five equity groups: **women, racialized people, Aboriginal Peoples, persons with disabilities** and **2SLGBTQ+** people.

The 2015 and 2016 report provides three years of data. The overall representation results are as follows:

Overall representation of Ryerson employees

	2014	2015	2016
Women employees	50%	53%	53%
Racialized employees	31%	32%	32%
Aboriginal employees	2%	1%	1%
Employees with disabilities	6%	5%	6%
2SLGBTQ+ employees	8%	7%	8%

By March of 2016, close to 6,000 employees had completed the Diversity Self-ID, from all employee groups and from across the university. The response rate for all employees was **83** percent (an increase from **81** percent in 2015), with a **93** percent response rate for full-time faculty (an increase from **92** percent in 2015) and an **89** percent response rate for staff (an increase from **88** percent in 2015).

The terminology has changed in this report as it has in the Diversity Self-ID questionnaire. The term “visible minorities/racialized people” has been changed to “racialized people” to reflect input from faculty and staff from this equity group and changes

made by organizations such as the Ontario Human Rights Commission. The term “LGBTQ*” has been changed to “2SLGBTQ+” to include Two Spirit people and to indicate more clearly that there are additional identities of people with diverse sexual orientations, gender identities and gender expressions than can be shown in the abbreviated acronym.

For additional information about terminology, data sources, FAQs and more, visit the Diversity Self-ID website at ryerson.ca/diversity-self-id.

In this report, we are also presenting two special focus sections, one for 2015 and one for 2016. These sections provide further disaggregated data to recognize that we all have multiple social locations and that there is more complexity and nuance to systemic barriers than can be seen when looking at broad categories.

Using the 2015 employee representation data, the report explores women and intersectionality by providing information to better understand the experiences of racialized women, Aboriginal women, women with disabilities and 2SLGBTQ+ women at Ryerson.

With the 2016 data, the report provides information about the representation of employees from the four largest racialized groups: Chinese, South Asian, Black and Multiracial. This data draws attention to the different barriers experienced by these groups.

In future reports, there will continue to be special focus sections. This enables us to be more specific in our strategies and initiatives to advance equity, diversity and inclusion at the university.

Executive summary

The 2015 and 2016 Employee Diversity Self-ID Report, which also presents data from 2014, offers the following conclusion: **we need to be more intentional (e.g. set goals and targets) and strategic to make progress on becoming more equitable, diverse and inclusive.**

To assess our progress in relation to our aspirational goal of reflecting our students and our community, we compare the population of the faculty to the students, and the staff to the community. Why those comparisons?

As an academic institution, our faculty should reflect the students they teach. Research shows the importance of role models for the academic success of students from historically marginalized groups.

Students from marginalized ethnocultural and racialized groups tend to do better academically when faculty include members drawn from the same groups. Likewise, it is well established that the presence of women faculty in STEM encourages women to pursue careers in these fields. We have a responsibility to act on this knowledge to provide the best possible learning environment.

Further, as a public institution that values community engagement, we have an obligation to provide equitable opportunities for the many communities we are part of. In addition, Ryerson’s mission includes addressing societal needs. This requires that we understand the circumstances, perspectives and experiences of diverse community members.

We do hire from equity-seeking groups. However, these hirings tend to be in areas where there is already a substantial presence of these groups. To build on our progress to date, our goal should be that every hire is from a group that is under-represented in a particular type of work and field or area that is hiring.

We do not need to choose between diversity or excellence: diversity is a critical component of excellence.

Ryerson cannot fully realize its mission and vision unless we make advancing equity, diversity and inclusion our shared responsibility and priority.

There are other gaps that need to be addressed, such as the gap between staff with disabilities and persons with disabilities in Ontario, and between racialized mid-level leaders and racialized people in the Greater Toronto Area (GTA). In addition, from 2014 to 2016, there was a decline in racialized senior leaders (from 21 percent to 15 percent) and there continued to be no Aboriginal senior leaders.

Progress to build on

Since 2014, Ryerson has made some progress that we can build on to reach our aspirational goal of reflecting our students and our community (see page 7).

- There have been increases in the promotion of full-time faculty within three equity groups: employees who identified as women, as racialized people and as 2SLGBTQ+ people.
- More racialized full-time faculty were hired and more schools/departments had full-time faculty who identified as Aboriginal Peoples, as a result of 2014 hires.
- There was an increase in staff career progressions for persons with disabilities.
- In leadership positions, more senior leaders identified as 2SLGBTQ+ and as persons with disabilities, and more mid-level leaders identified as Aboriginal Peoples.

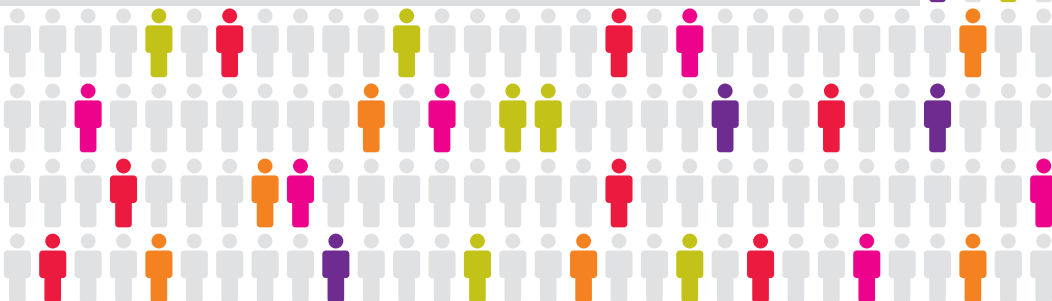
Areas requiring immediate action

While there is much work to be done in order to meet Ryerson’s aspirational goal of reflecting our students and our community, some areas can be identified as requiring immediate action (see page 6).

- In 2015 and 2016, there were no full-time faculty hires of persons with disabilities or Aboriginal Peoples.
- There continue to be no Aboriginal Peoples at the rank of full professor.
- Substantial gaps between full-time faculty and students remain in two areas: racialized people and women.
- The lowest representation of women full-time faculty continues to be in the Faculty of Engineering and Architectural Science.

“Not only have equity, diversity and inclusion not been part of Canada’s approach to Indigenous people in this country, it wasn’t Egerton Ryerson’s approach either [...] Indigenous children, he said, should be educated in institutions much like reform schools [...] But equity, diversity and inclusion are now what Egerton Ryerson’s namesake, this university, stands for. And it’s because people have come to recognize that as a country, and as an institution after whom he is named, we have an obligation to do what we can to repair the damage of the past.”

– Senator Murray Sinclair, former chief commissioner of the Truth and Reconciliation Commission (TRC), keynote speaker at the 2016 Ryerson Learning & Teaching Conference

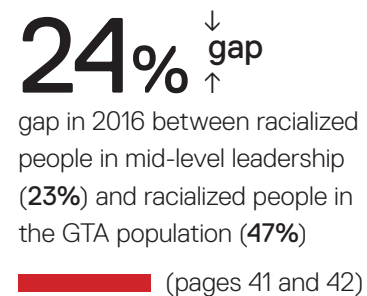
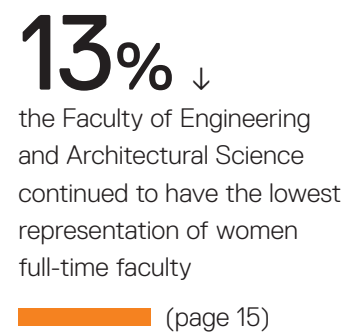
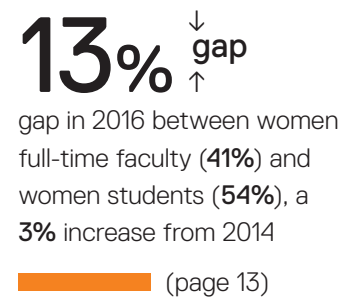
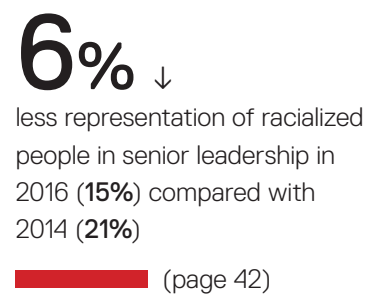
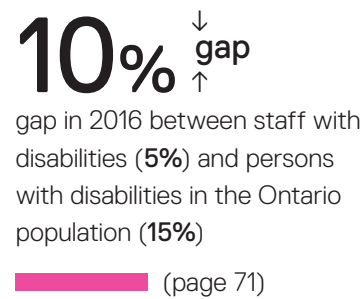
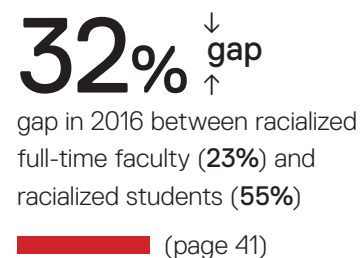
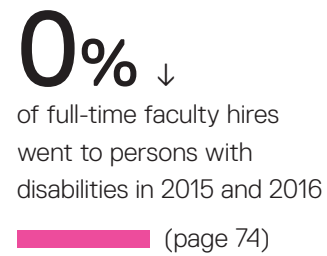


Women employees
 Racialized employees
 Aboriginal employees
 Employees with disabilities
 2SLGBTQ+ employees

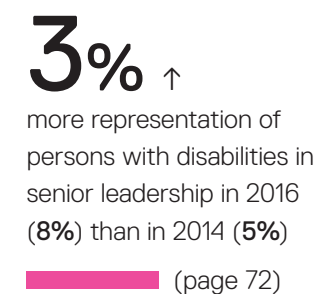
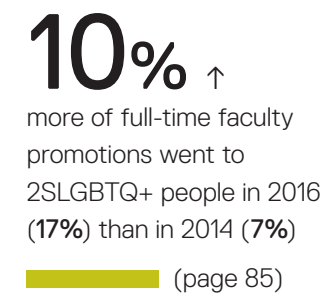
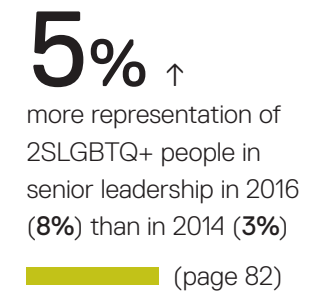
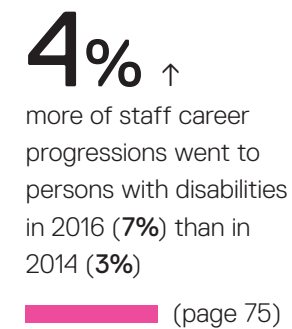
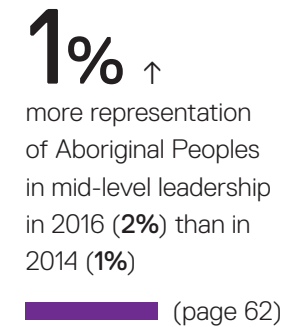
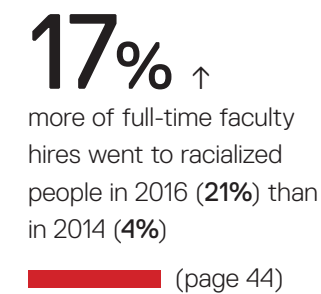
Aspirational goal

Reflecting our students and our community

Areas requiring immediate action



Progress to build on



“At Ryerson, equity, diversity and inclusion are core values. I would say though that sometimes there is an assumption that the people who join us here share those values, so there isn’t that overt and meaningful questioning to see whether there is life behind that commitment. I think we can do better.”

– Dr. Jennifer Mactavish, Vice-Provost and Dean, Yeates School of Graduate Studies

Women employees



Everyone who self-identified as a woman is represented in this section, whether transgender or cisgender. There is also a question asking employees to self identify based on sexual orientation and gender identity and expression in the 2SLGBTQ+ section.

From 2014 to 2016, the representation of women amongst all Ryerson employees increased from **50 percent** to **53 percent**. This exceeds our aspiration to reflect the GTA (**51 percent**) and moves us closer to our student body representation (**54 percent**).

It is important to note, however, that this trend upward in overall representation is the result of an increase in part-time and short-term contract employees who completed the Diversity Self-ID. The representation of women in full-time faculty and staff positions has actually declined.

Highlights from 2014 to 2016:

- The gap between women full-time faculty and women students has widened by **three percent**, from **10 percent** in 2014 to **13 percent** in 2016.
- There was no increase in the percentage of women full professors, which has remained at **26 percent**.
- In the faculty with the lowest representation of women, the Faculty of Engineering and Architectural Science, full-time women faculty representation decreased from **15 percent** to **13 percent**.

- In the faculty with the highest representation of women, the Faculty of Community Services, full-time women faculty representation decreased from **76 percent** to **71 percent**.
- Women staff in the administrative/academic support division with the lowest representation of women (Computing and Communications Services) changed from **22 percent** to **20 percent**.
- Women staff in the administrative/academic support division with the highest representation of women (Human Resources) changed from **78 percent** to **80 percent**.

There are some promising signs over the past three years. Full-time faculty promotions of women (at **50 percent**) and staff career progressions of women (at **70 percent**) have outpaced the total representation of women in these groups. In addition, women made up only **20 percent** of full-time faculty resignations, and the multi-year voluntary turnover rate for women full-time faculty dropped from **six percent** to **three percent**. Also of note is that the percentage of women hired as continuing education lecturers increased from **40 percent** to **47 percent**.

More information follows on women's recruitment, retention and representation at Ryerson.

“When I tell people that I’m in engineering they say, ‘Oh, that’s great. You’re a girl so you have a job for sure because companies need to fill their quotas.’ But I’m not pursuing my passions in this field to fill a quota. I’m much more valuable than that.”

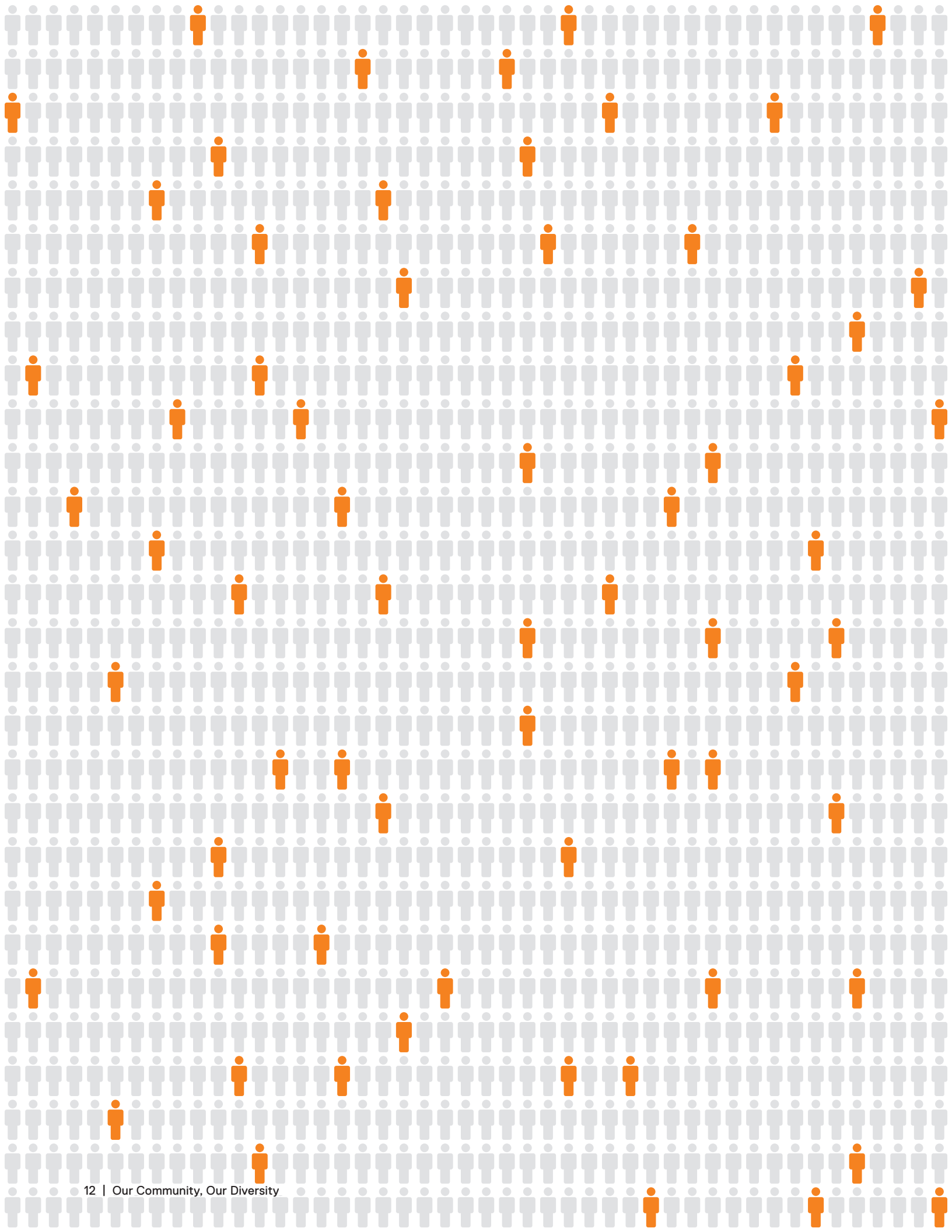
– Tanzina Nowshin, Mechanical Engineering Student and Co-President, Engineers Without Borders Ryerson

“I think many professional women face workplace harassment, but there is a culture in certain disciplines that is more accepting of this type of behaviour because ‘engineering is not for girls.’ Incidents like this can create enormous self-doubt. These are brilliant minds that we are losing.”

– Dr. Imogen Coe, Dean, Faculty of Science

“We’ve tried to ‘fix the woman.’ Give her more confidence, coach her to negotiate, encourage her to be more assertive and more competitive, but without changing the structural inequalities that feed into the chilly climate. The question is, how do we ‘fix the institution,’ address the underlying barriers and make real change?”

– Dr. Rona Abramovitch, former Senior Advisor to the Provost



Representation of women employees

2014

2015

2016

50%

of Ryerson employees

53%

of Ryerson employees

53%

of Ryerson employees

By comparison

By comparison

By comparison

44%

of Ryerson full-time faculty

↓
10% gap

54%

of Ryerson students

41%

of Ryerson full-time faculty

↓
13% gap

54%

of Ryerson students

41%

of Ryerson full-time faculty

↓
13% gap

54%

of Ryerson students

59%

of Ryerson staff

57%

of Ryerson staff

56%

of Ryerson staff

51%

of the GTA population

51%

of the GTA population

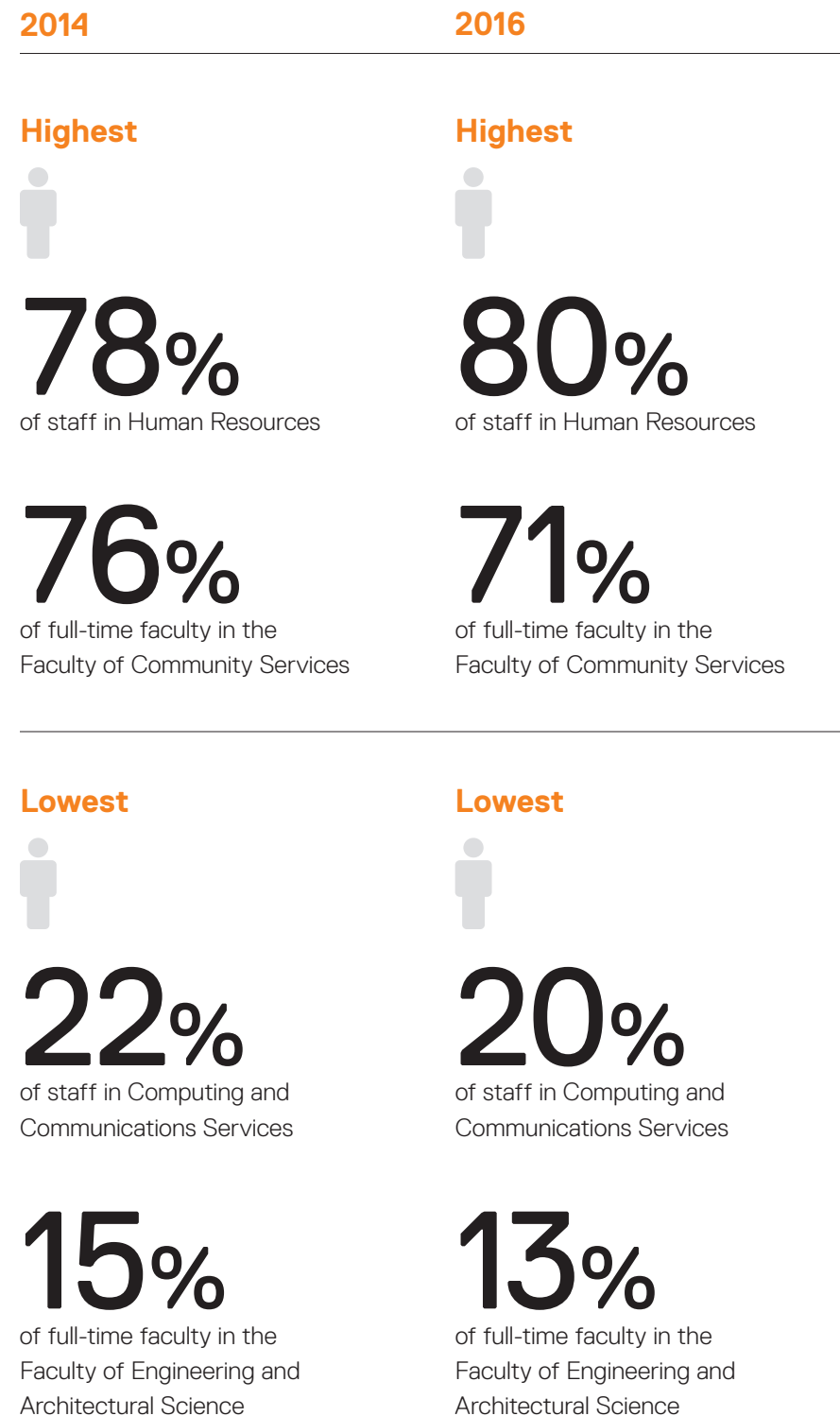
51%

of the GTA population

Women senior leaders decreased from 55 percent to 51 percent, mid-level leaders remained at 49 percent, and front-line leaders rose from 58 percent to 63 percent.

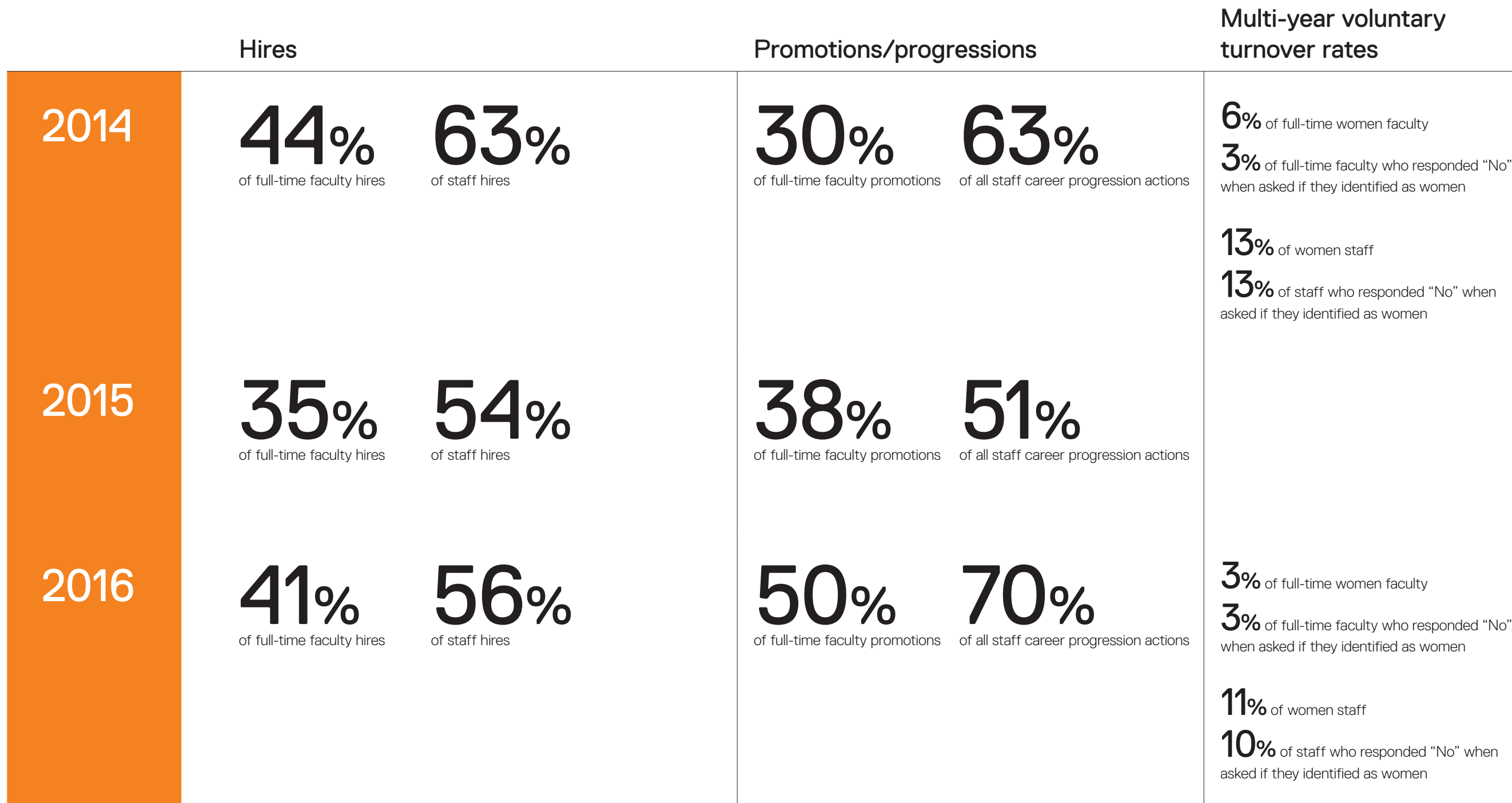
2014	2015	2016	
55%	51%	51%	of Senior Leaders
49%	49%	49%	of Mid-Level Leaders
58%	60%	63%	of Front-Line Leaders
49%	51%	49%	of Part-Time and Sessional Lecturers
40%	46%	47%	of Continuing Education Lecturers
n/a	48%	45%	of Teaching/Graduate Assistants
n/a	29%	27%	of Postdoctoral Fellows
60%	60%	59%	of Unionized Administrative, Operational, Technical and Professional Support Staff
15%	17%	16%	of Maintenance and Trades Staff
n/a	57%	62%	of Part-Time/Casual Employees
n/a	58%	65%	of Work Study Students
51%	50%	51%	of Assistant Professors
47%	46%	46%	of Associate Professors
26%	26%	26%	of Full Professors

Highest and lowest representation of women employees



Survey highlights: Recruitment and retention

A smaller percentage of full-time faculty hires were women in 2015 and 2016 than in 2014. Full-time faculty promotions of women have increased in the same period. In addition, the multi-year voluntary turnover rate for women full-time faculty is now the same as for full-time faculty who indicated that they did not identify as women.



Special focus: Women and intersections

In this special focus section, additional data on distinct groups of women employees at Ryerson is presented. Identity is multidimensional, so barriers to achieving career goals and potential can be varied and complex. While one identity may confer a social advantage, another may present an obstacle to equity and inclusion. Intersectionality recognizes that differences based on characteristics such as class, race, ethnicity, gender, gender identity and expression, religion or creed, age, citizenship status, sexual orientation and ability/disability intersect to shape the experiences of individuals.

Using data collected in 2015 on representation, this is a first look at women and intersections with other equity groups. The disaggregated information offers a more complicated picture, though what follows is by no means the only way to view intersecting identities.



“There is no such thing as a single-issue struggle because we do not live single-issue lives.”

– Audre Lorde, American writer, feminist and activist



2015 Racialized women

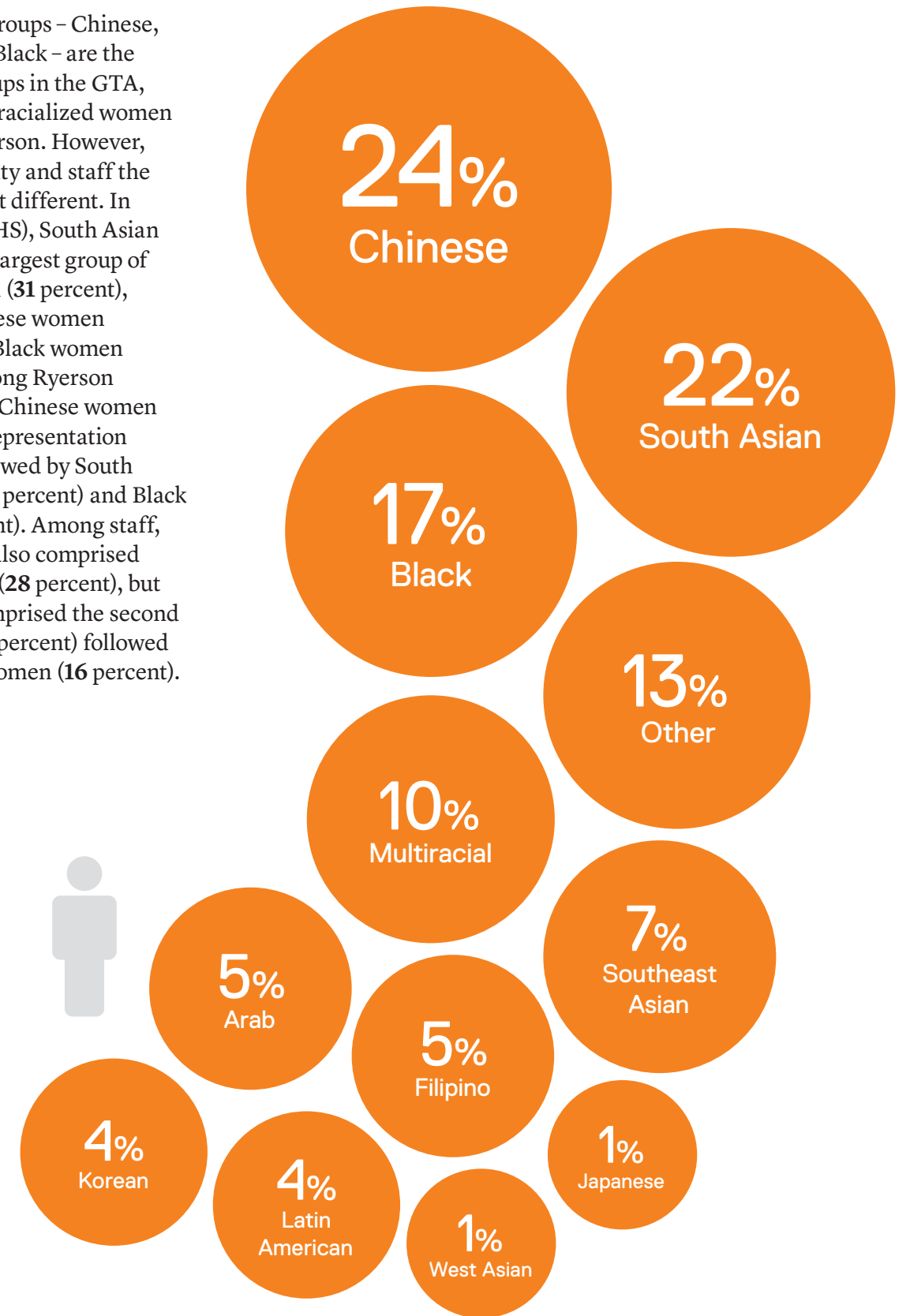
Employees who identified as both women and racialized people represented **18** percent of Ryerson employees, **55** percent of all racialized employees and **33** percent of all women employees. Within that group, racialized women represented **nine** percent of full-time faculty, a much lower figure than the **33** percent of Ryerson students that have identified as racialized women. Racialized women made up **20** percent of staff, as compared to **24** percent of the GTA population.

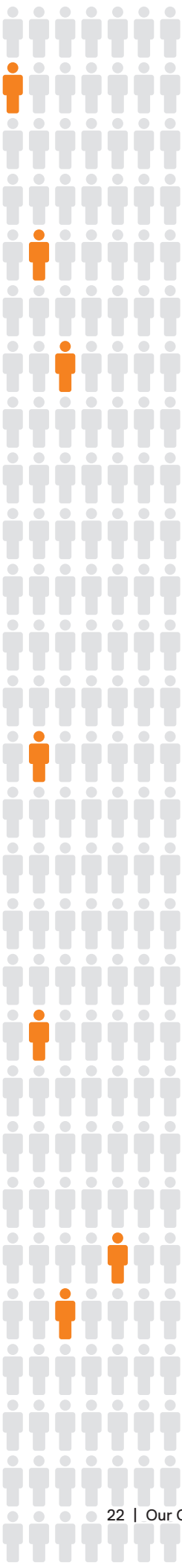
In addition to the gaps between Ryerson employees and the surrounding community, there were other disparities. Racialized women represented less than half (**39** percent) of racialized full-time faculty. In addition, racialized women only represented approximately **25** percent of women in senior leadership and **20** percent of women in mid-level leadership. Among **racialized women leaders**, the largest representation was: at the senior level, South Asian women (**40** percent); at the mid-level, Chinese women (**32** percent); and at the front-line level, Black women (**23** percent).

Racialized women represented approximately **25** percent of women in leadership at Ryerson, compared with nearly half (**48** percent) of women in the GTA (2011 National Household Survey). This illustrates that at Ryerson, and in society in general, the limited progress women in leadership have made has mainly benefited White women.

Diversity of racialized women

The same three groups – Chinese, South Asian and Black – are the largest racial groups in the GTA, as well as among racialized women employees at Ryerson. However, for full-time faculty and staff the order is somewhat different. In the GTA (2011 NHS), South Asian women were the largest group of racialized women (**31** percent), followed by Chinese women (**21** percent) and Black women (**16** percent). Among Ryerson full-time faculty, Chinese women had the highest representation (**38** percent), followed by South Asian women (**22** percent) and Black women (**12** percent). Among staff, Chinese women also comprised the largest group (**28** percent), but Black women comprised the second largest group (**19** percent) followed by South Asian women (**16** percent).





Representation of racialized women

18%

of Ryerson employees

By comparison

9%

of Ryerson full-time faculty

↓

24% gap

↑

33%

of Ryerson students

20%

of Ryerson staff

↓

4% gap

↑

24%

of the GTA population



2015 Aboriginal women

In Indigenous cultures, women are acknowledged as the givers of life and are often the heart of the family and knowledge holders.

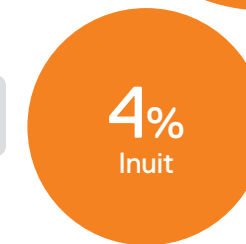
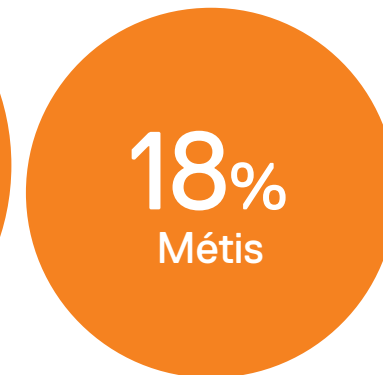
Aboriginal women represented **one** percent of Ryerson employees, **two** percent of all women employees and **73** percent of Aboriginal employees. At **two** percent, Aboriginal women had double the representation in maintenance and trades positions compared with the representation in full-time faculty, mid-level leaders and front-line leaders. There were no Aboriginal women (or Aboriginal Peoples) in senior leadership or employed as full professors. Within the community, **one** percent of the GTA and **one** percent of the Ontario population identify as Aboriginal women.

Colonization has impacted Aboriginal women negatively in regards to their social and political standing in the community. In 2011, Aboriginal women made up **four** percent of the women in Canada, but **11** percent of missing women and **16** percent of murdered women, according to a 2014 RCMP report.

According to the 2011 Toronto Aboriginal Research Project (TARP) Report, only **55** percent of Aboriginal women are employed full time. In order to fully participate in the workplace and also occupy senior leadership positions, it is important for the university to recognize the large number of Aboriginal women and families who live below the poverty line and have difficulty accessing higher education. At the same time, Aboriginal women are an increasingly educated group and financially mobile. If Ryerson embraces Indigenous knowledges and recognizes the “equivalencies” that Aboriginal women acquire through informal education, work and life experiences, we can enrich the work of the university and the engagement and success of all students.

Diversity of Aboriginal women

According to the TARP Report, Aboriginal women in Toronto are a diverse group. They come from different communities with different traditions. Here is some data that is a small start towards highlighting that diversity here at Ryerson.



Representation of Aboriginal women

1%

of Ryerson employees

By comparison

1%

of Ryerson full-time faculty
(75% of Aboriginal faculty were women in 2015)

↓
1% gap
↑

2%

of Ryerson students

1%

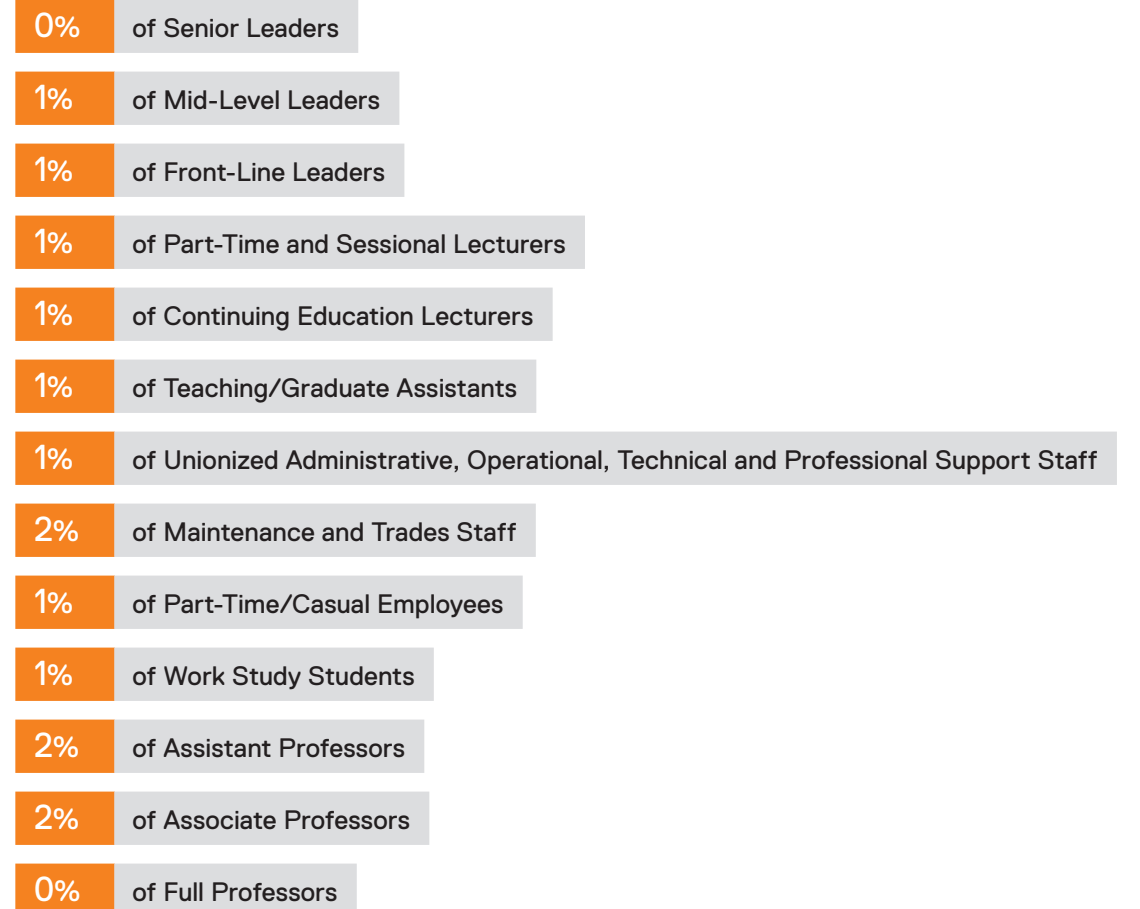
of Ryerson staff

1%

of the GTA population

1%

of the Ontario population



2015

Women with disabilities

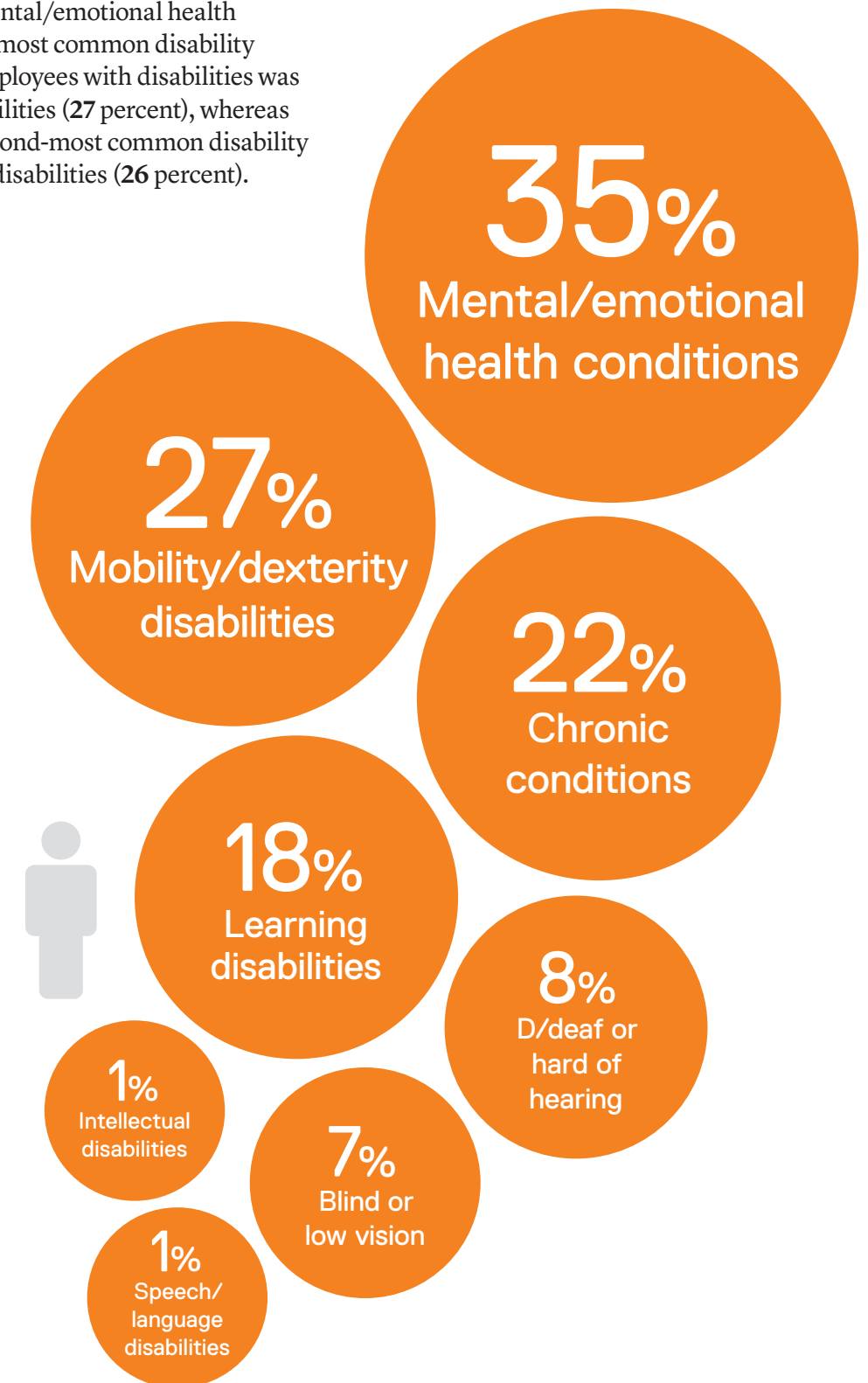
Women with disabilities represent **three** percent of all Ryerson employees, with the same representation in full-time faculty and staff. Women with disabilities made up **57** percent of all employees with disabilities and **six** percent of all women employees.

The representation of women with disabilities within Ontario is **nine** percent and within Ryerson staff it is **three** percent, which indicates a sizable gap. Also at **three** percent, the representation of full-time women faculty with disabilities is also lower than the representation of women students with disabilities at **five** percent. Women with disabilities constituted about half of faculty with disabilities (**48** percent) but less than one-third of staff with disabilities (**29** percent).

With **five** percent of senior leaders, **three** percent of mid-level leaders and **four** percent of front-line leaders identifying as women with disabilities, the representation in leadership exceeded the representation among all Ryerson employees but was lower than the community representation in Ontario.

Diversity of women with disabilities

The most common disability identified by women employees with disabilities, and also by all employees with disabilities, was mental/emotional health conditions. The second-most common disability identified by women employees with disabilities was mobility/dexterity disabilities (**27** percent), whereas for all employees the second-most common disability identified was learning disabilities (**26** percent).



Representation of women with disabilities

3%

of Ryerson employees

By comparison

3%

of Ryerson full-time faculty

↓

2% gap

↑

5%

of Ryerson students

3%

of Ryerson staff

↓

6% gap

↑

9%

of the Ontario population



- 5% of Senior Leaders
- 3% of Mid-Level Leaders
- 4% of Front-Line Leaders
- 3% of Part-Time and Sessional Lecturers
- 2% of Continuing Education Lecturers
- 2% of Teaching/Graduate Assistants
- 1% of Postdoctoral Fellows
- 2% of Unionized Administrative, Operational, Technical and Professional Support Staff
- 2% of Maintenance and Trades Staff
- 4% of Part-Time/Casual Employees
- 4% of Work Study Students
- 4% of Assistant Professors
- 4% of Associate Professors
- 2% of Full Professors

2015 2SLGBTQ+ women

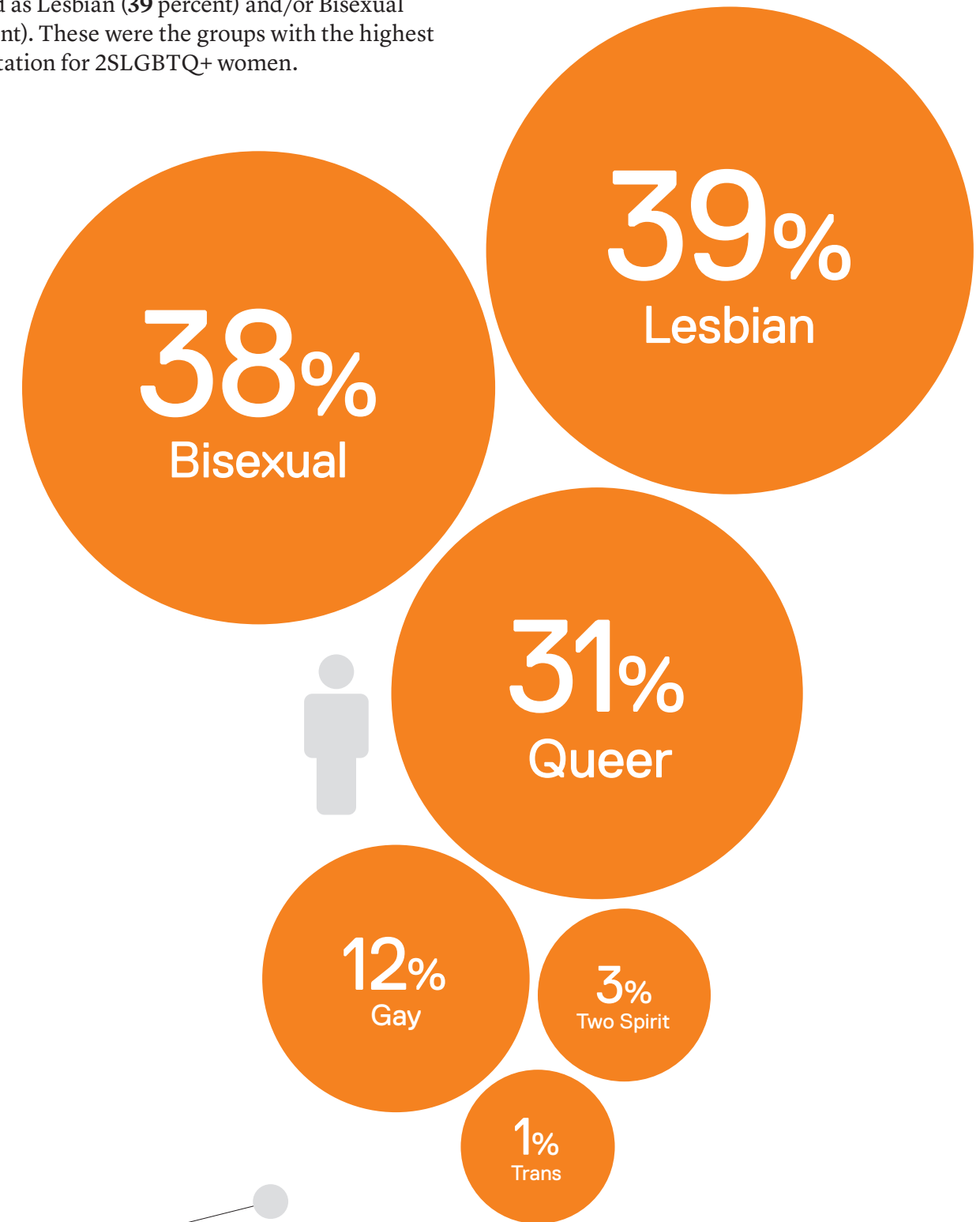
Employees who identified as both women and 2SLGBTQ+ represented **four** percent of Ryerson employees, **51** percent of all 2SLGBTQ+ employees and **seven** percent of all women employees.

2SLGBTQ+ women represented **five** percent of full-time faculty and **three** percent of staff, with a higher representation (**five** percent) of part-time and non-union casual employees than full-time staff. This group also represented more than half (**53** percent) of all 2SLGBTQ+ faculty but less than half (**43** percent) of all 2SLGBTQ+ staff.

Within the leadership at Ryerson representation varies considerably: 2SLGBTQ+ women represented **three** percent of senior leaders, **six** percent of mid-level leaders and **zero** percent of front-line leaders.

Diversity of 2SLGBTQ+ women

An almost equal portion of employees at Ryerson who identified as women and 2SLGBTQ+ identified as Lesbian (**39** percent) and/or Bisexual (**38** percent). These were the groups with the highest representation for 2SLGBTQ+ women.



Representation of 2SLGBTQ+ women

4%

of Ryerson employees

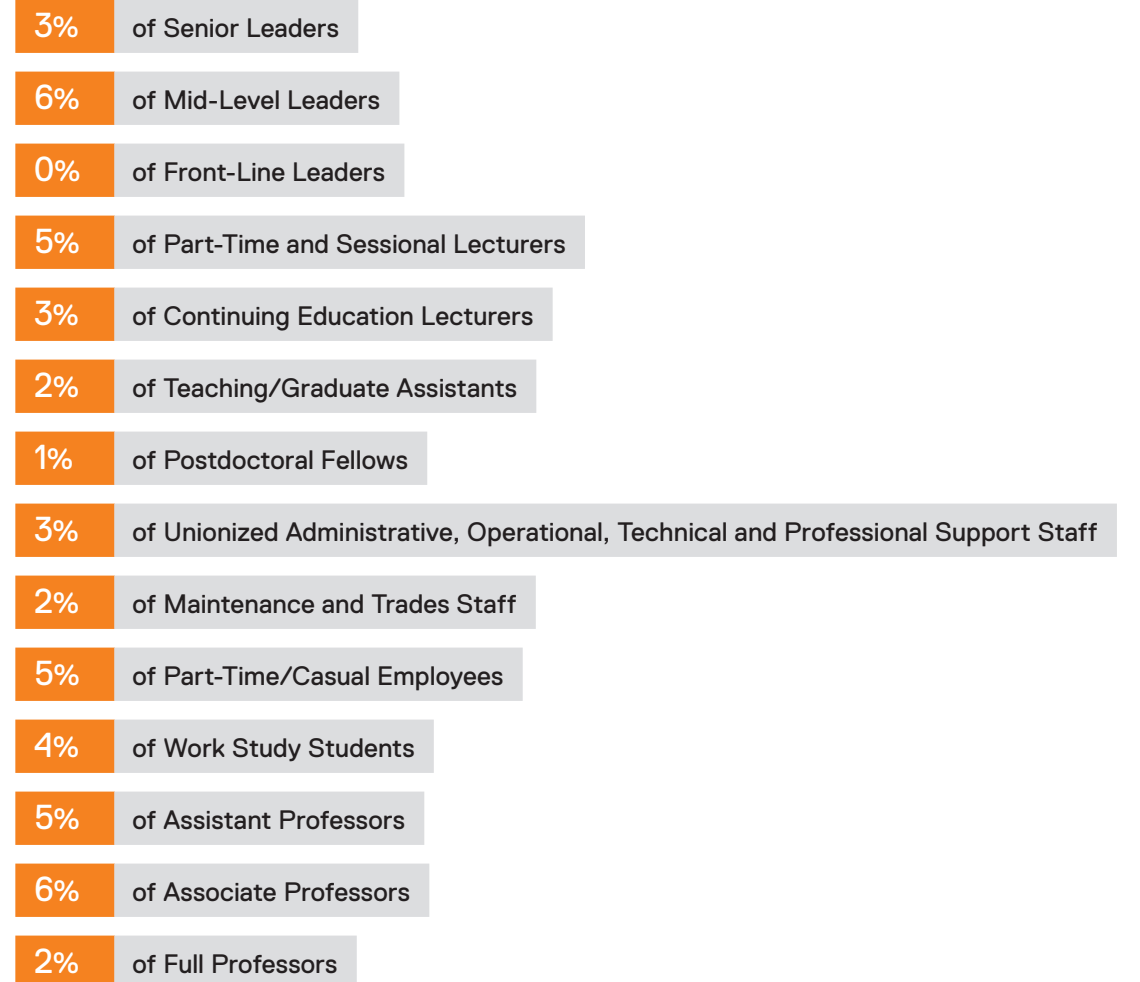
By comparison

3%

of Ryerson staff

5%

of Ryerson full-time faculty



Racialized employees



The term “racialized” includes persons who are non-Caucasian in race or non-white in colour and is separate from identification as Aboriginal Peoples in Canada.

The representation of racialized employees (at 32 percent), full-time faculty (at 23 percent) and staff (at 32 percent) remains relatively unchanged since 2014. With 47 percent of the GTA population and 55 percent of Ryerson students identifying as racialized, the university’s representation is far below our aspirational goal to match our surrounding and student communities.

In particular, the gap between racialized students and racialized full-time faculty is the largest for any equity group when comparing faculty and student representation.

In other highlights from the data, racialized employees represent:

- 15 percent of senior leaders, 23 percent of mid-level leaders and 28 percent of front-line leaders.
- 19 percent of assistant professors, 24 percent of associate professors and 27 percent of full professors.
- 32 percent of teaching and graduate assistants.
- 38 percent of part-time and casual employees.

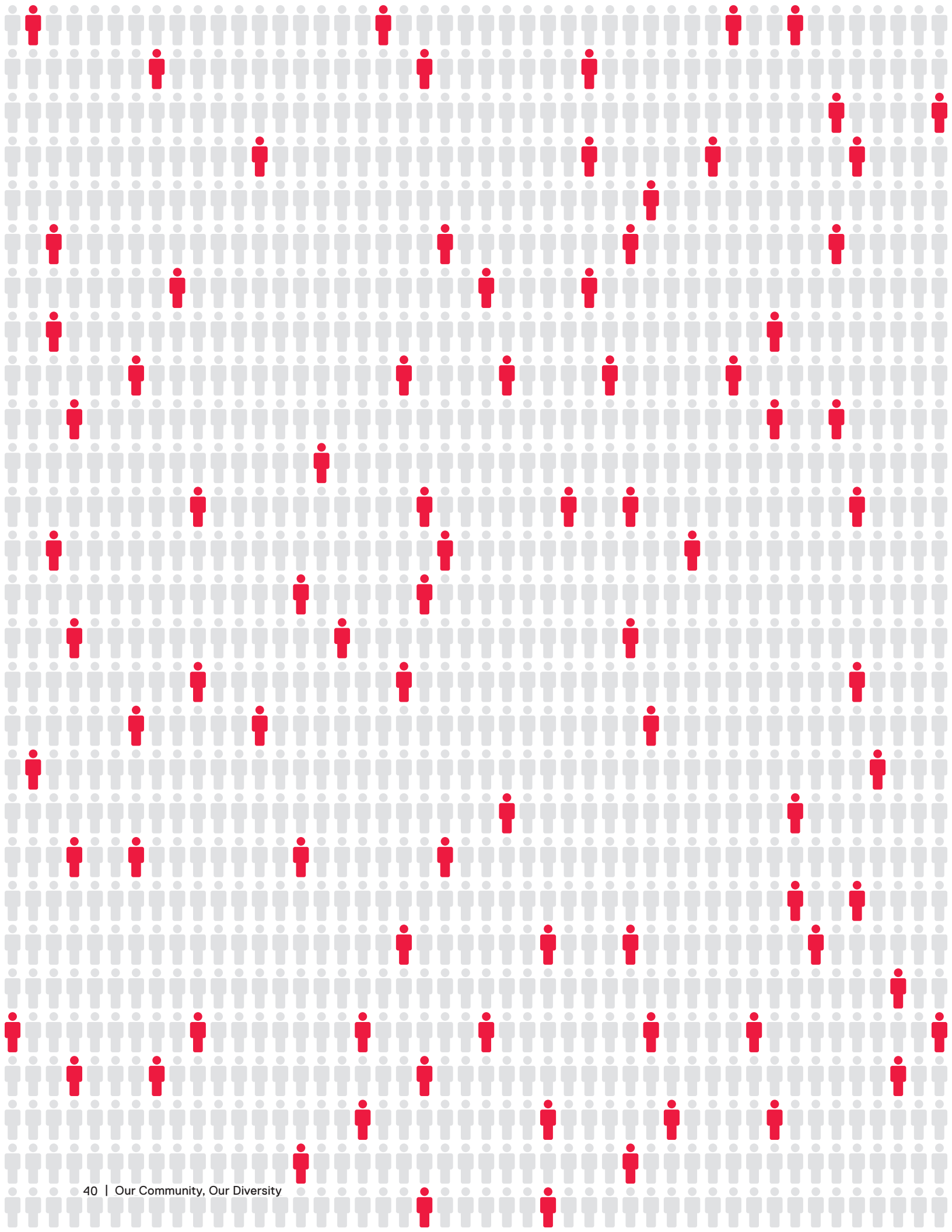
The data on racialized employees highlights a few areas requiring more attention, one of which is that representation within senior leadership and full-time faculty is particularly low in relation to community and student representation. Secondly, hiring is not on pace to bridge this gap. Located in the heart of one of the most diverse cities in the world, Ryerson must do more to reach its goals of equity, diversity and inclusion.

Diversity of racialized employees



“The problem is racism and anti-Black racism. The solution is not treating everyone the same. We are not all the same. What #AllLivesMatter does is it silences and erases any discussion of racism. We need the #BlackLivesMatter conversation.”

– Dr. Anne-Marie Singh, Associate Professor, Criminology



Representation of racialized employees

2014

2015

2016

31%

of Ryerson employees

32%

of Ryerson employees

32%

of Ryerson employees

By comparison

By comparison

By comparison

24%

of Ryerson full-time faculty

↓
31% gap

↑

23%

of Ryerson full-time faculty

↓
32% gap

↑

23%

of Ryerson full-time faculty

↓
32% gap

↑

55%

of Ryerson students

55%

of Ryerson students

55%

of Ryerson students

33%

of Ryerson staff

↓
14% gap

↑

33%

of Ryerson staff

↓
14% gap

↑

32%

of Ryerson staff

↓
15% gap

↑

47%

of the GTA population

47%

of the GTA population

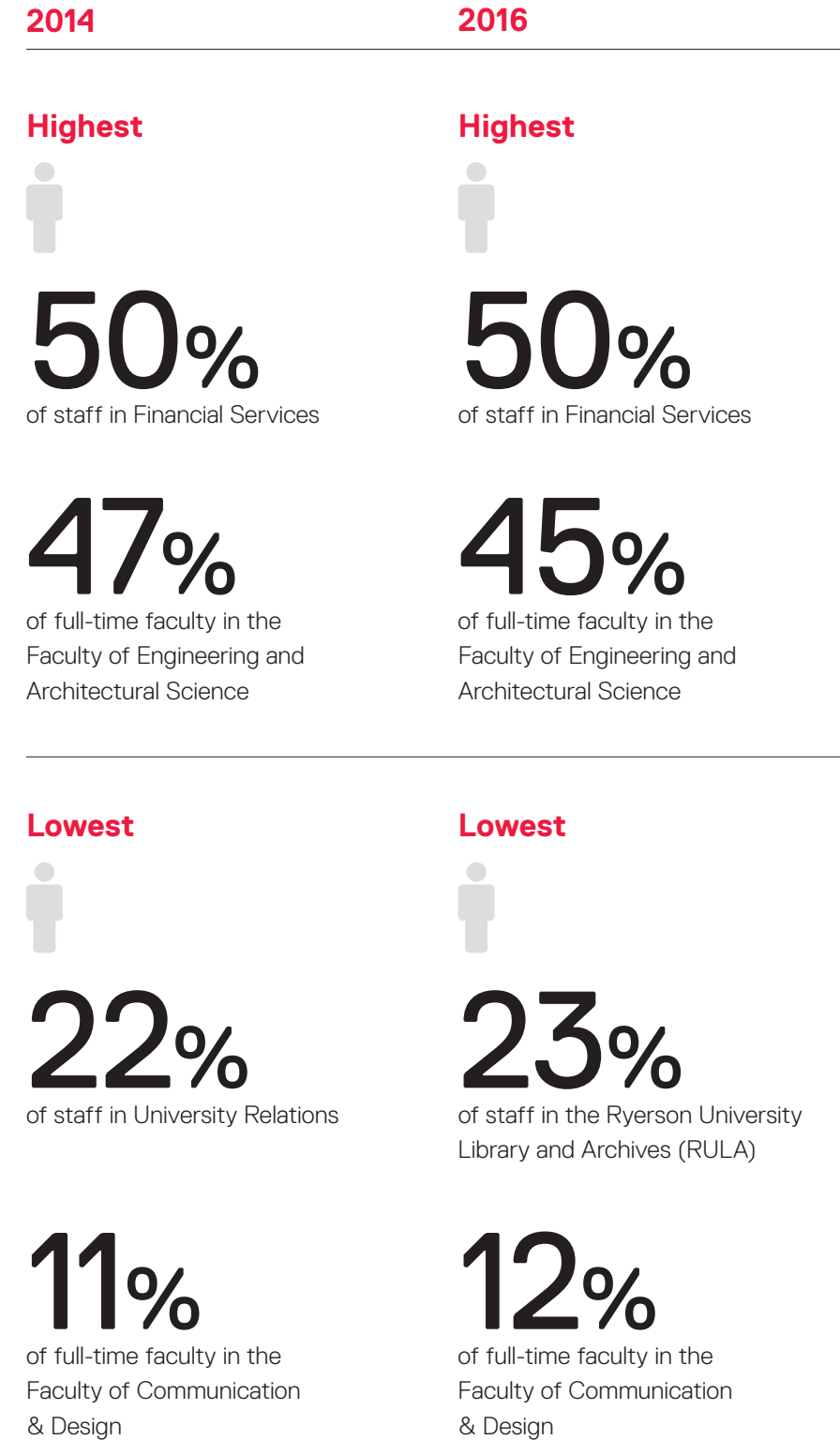
47%

of the GTA population

Positive change can be found in the example of University Relations, where **29** percent of staff identified as racialized in 2016. As recently as 2014, this area had the lowest representation of racialized staff of any administrative/academic support area at Ryerson at **22** percent.

2014	2015	2016	
21%	21%	15%	of Senior Leaders
16%	19%	23%	of Mid-Level Leaders
27%	27%	28%	of Front-Line Leaders
25%	25%	25%	of Part-Time and Sessional Lecturers
24%	26%	24%	of Continuing Education Lecturers
n/a	30%	32%	of Teaching/Graduate Assistants
n/a	29%	25%	of Postdoctoral Fellows
37%	36%	36%	of Unionized Administrative, Operational, Technical and Professional Support Staff
28%	26%	31%	of Maintenance and Trades Staff
n/a	37%	38%	of Part-Time/Casual Employees
n/a	52%	48%	of Work Study Students
22%	19%	19%	of Assistant Professors
25%	24%	24%	of Associate Professors
28%	25%	27%	of Full Professors

Highest and lowest representation of racialized employees



Survey highlights: Recruitment and retention

The hiring of racialized full-time faculty has increased from **four** percent in 2014 to **21** percent in 2016. It will continue to take sustained intentional action to narrow the gap with students. This is also true for staff hiring. Staff career progressions slightly exceeded the representation of racialized staff, and full-time faculty promotions have increased over the past three years. A decline in the multi-year turnover rate for racialized full-time faculty and for staff is another promising sign during the same period.



Special focus: Largest racialized groups

This section provides additional data on the four largest racialized groups of employees at Ryerson: Chinese, South Asian, Black and Multiracial. This disaggregated information recognizes, to some extent, the diversity within the total group of those who self-identify as racialized. It also draws attention to the ways in which racialized groups experience different barriers to employment in our society.

Employees could select all racialized identities that apply, so individual employees may be counted in more than one of the following groups. The Ryerson faculty and staff data is from 2016, the student data is derived primarily from the 2014 National Survey of Student Engagement (NSSE), and the data on racialized GTA populations is from the 2011 National Household Survey (NHS).



“On a good day, I like the way I look. At other times, particularly when people point out how dark I am, I want to slip through a crack in the ground and disappear. White people often go out of their way to say they don’t see colour when they look at me – in those moments, I’m tempted to recommend an optometrist. I know they’re just expressing a desire for equality, but I don’t want to be erased in the process.”

– Desmond Cole, in an article for Toronto Life magazine, April 21, 2017



2016 Chinese employees

Representation of Chinese employees

7%

of Ryerson employees

By comparison

8%

of Ryerson full-time faculty

↓
7% gap

↑
15%

of Ryerson students

9%

of Ryerson staff

↓
1% gap

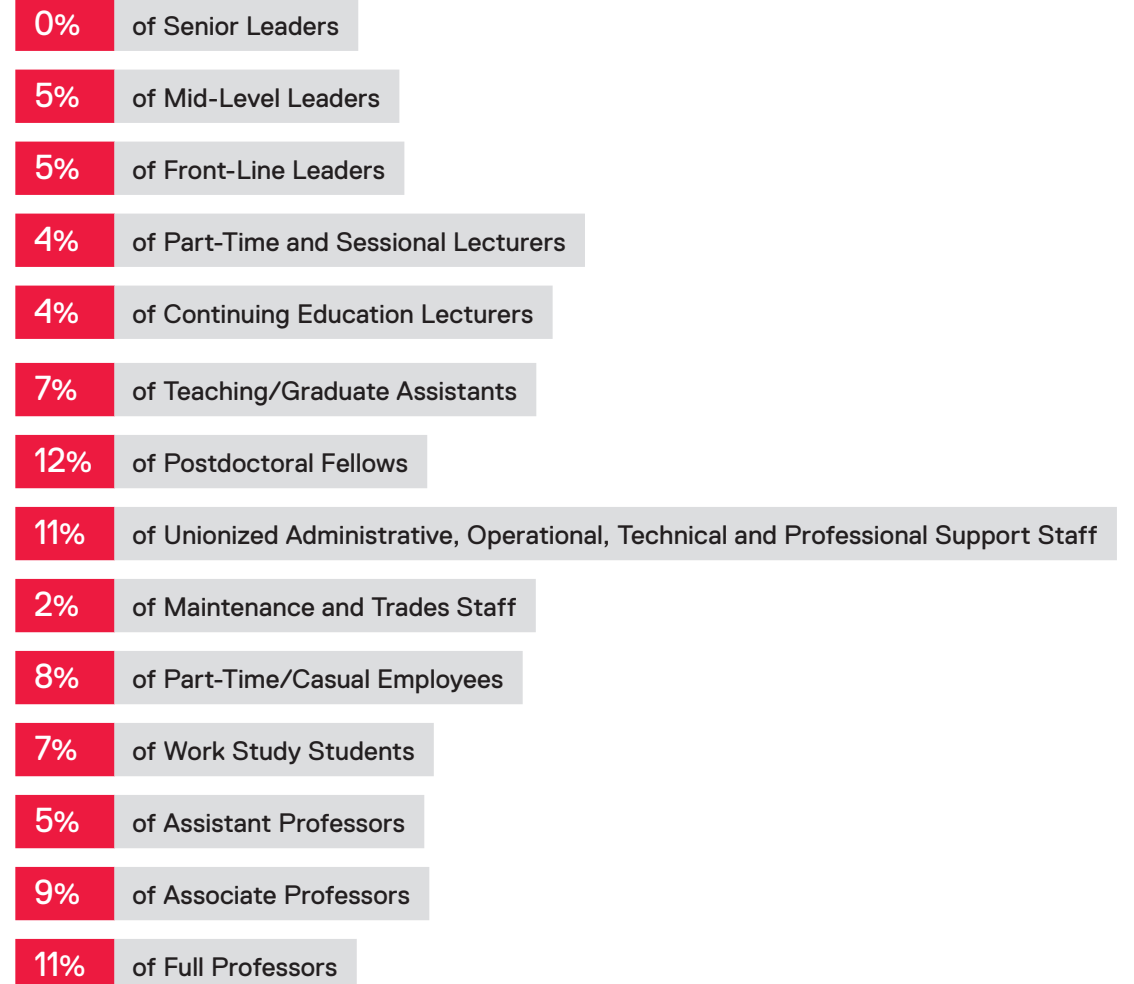
↑
10%

of the GTA population

Chinese employees represented **seven** percent of all Ryerson employees and **23** percent of all racialized employees. At **eight** percent of full-time faculty, representation was well below the **15** percent of Chinese students at Ryerson. **Nine** percent of Ryerson staff identified as Chinese, which was close to the **10** percent representation in the GTA population. Chinese employees comprised **36** percent of racialized faculty and **27** percent of racialized staff.

With **eight** percent of full-time faculty identifying as Chinese, there was relatively high representation at the rank of full professor (**11** percent) compared with the pre-tenure rank of assistant professor (**five** percent). There is lower representation amongst part-time and sessional lecturers and continuing education lecturers (each at **four** percent) than amongst full-time faculty. At **12** percent, there is relatively high representation amongst postdoctoral fellows, considering that racialized people only represented **25** percent of postdoctoral fellows in 2016.

Chinese employees showed a lower representation in leadership positions (**five** percent each of mid-level and front-line leaders) than amongst staff (**nine** percent), with no representation at the senior leadership level. Representation within all leadership levels at the university is lower than in the GTA (**10** percent).



2016 South Asian employees

Representation of South Asian employees

7%

of Ryerson employees

By comparison

4%

of Ryerson full-time faculty

↓

12% gap

↑

16%

of Ryerson students

6%

of Ryerson staff

↓

9% gap

↑

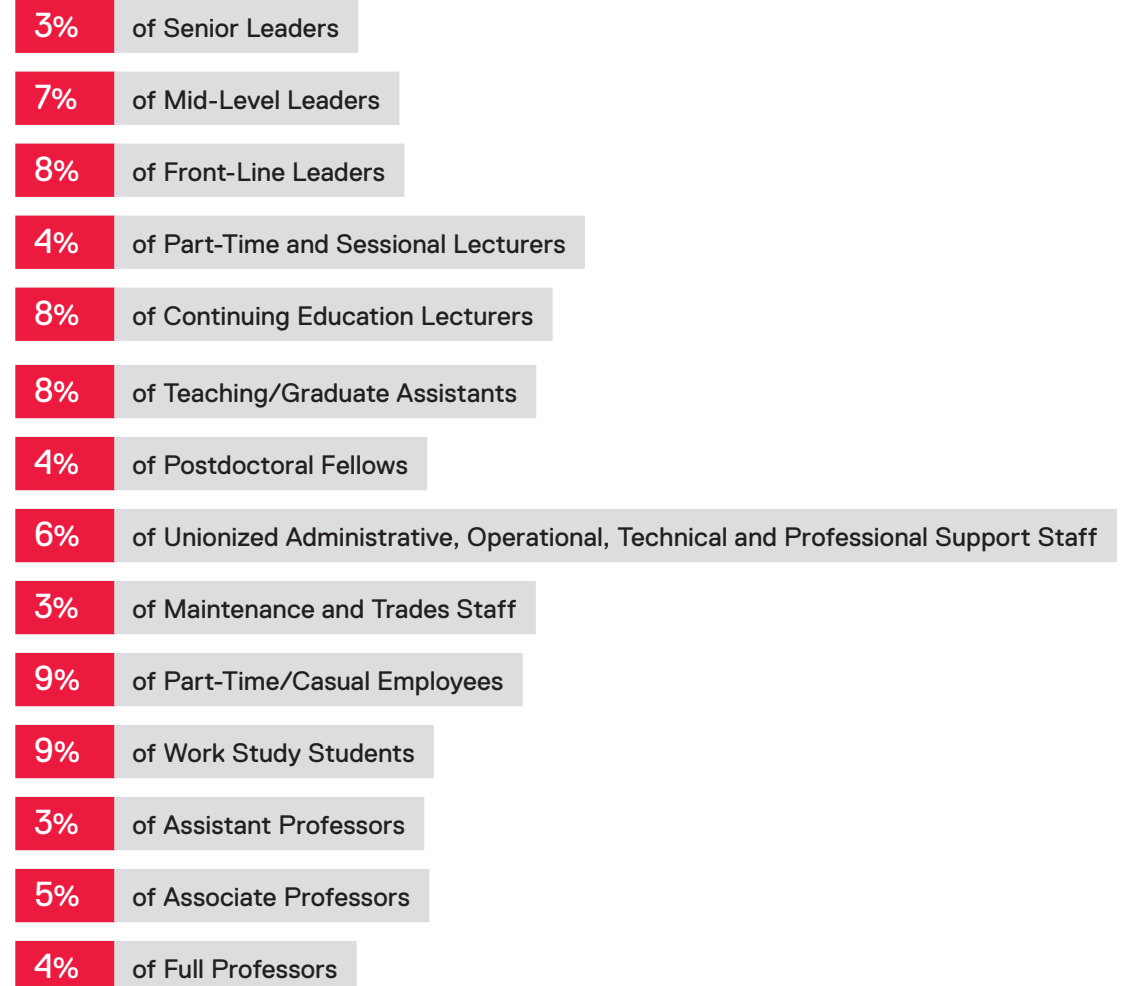
15%

of the GTA population

While **15** percent of the GTA population identified as South Asian in the 2011 NHS, only **seven** percent of Ryerson employees and **six** percent of staff identified as South Asian. Of the four largest racial groups at the university, this is the biggest gap between Ryerson staff and the community. In the GTA and in Canada, South Asians are the largest racialized group. At Ryerson, South Asians represented **22** percent of all racialized employees (**18** percent of racialized full-time faculty and **18** percent of racialized staff), whereas they represent **32** percent of the racialized population in the GTA.

Four percent of full-time faculty identified as South Asian, compared to **16** percent of students. The proportion of full-time faculty and of part-time sessional lecturers (**four** percent) was half that of the continuing education lecturers (**eight** percent). At **three** percent, a low representation amongst full-time faculty at the assistant professor rank, suggests that more action is needed to increase the representation so it more closely aligns with the student representation.

Seven percent of mid-level leaders and **eight** percent of front-line leaders identified as South Asian. While these figures were higher than that of overall staff, they were still much lower than the **15** percent representation in the GTA.



2016 Black employees

Representation of Black employees

5%

of Ryerson employees

By comparison

2%

of Ryerson full-time faculty

↓

5% gap

↑

7%

of Ryerson students

5%

of Ryerson staff

↓

2% gap

↑

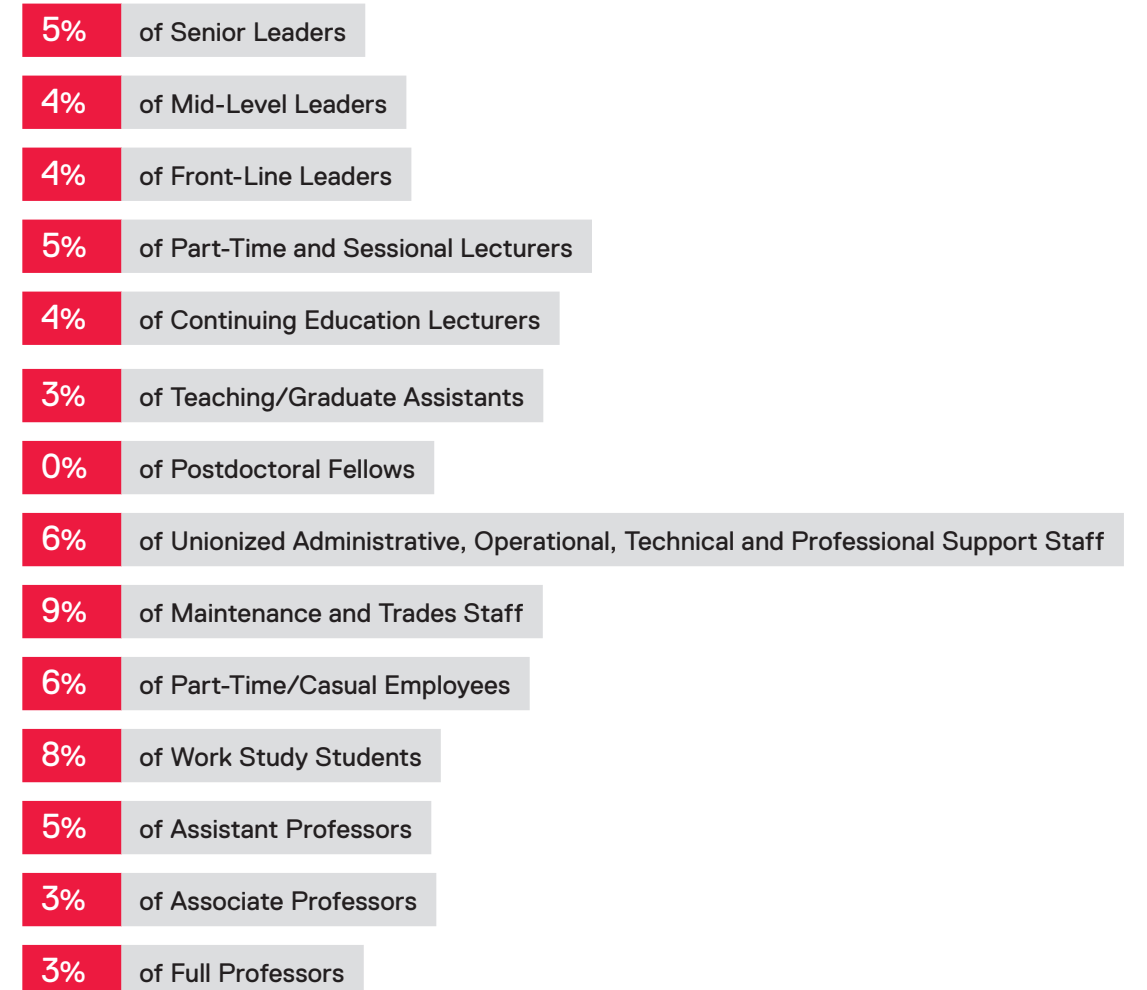
7%

of the GTA population

In 2016, Black employees represented **five** percent of all Ryerson employees and **15** percent of all racialized employees. At **two** percent of full-time faculty, representation is well below the **seven** percent of Black students at Ryerson. In addition, the representation of Black staff (**five** percent) is lower than in the GTA (**seven** percent). Black employees represented **15** percent of all racialized employees at the university and **16** percent of racialized staff, which is comparable to the representation of Black employees in the GTA's racialized population, at **15** percent.

As with full-time faculty, the representation of Black part-time and sessional lecturers (**five** percent) and continuing education lecturers (**four** percent) is lower than that of students. At the rank of assistant professor (**five** percent), the representation was higher than at the associate professor (**three** percent) and full professor (**three** percent) ranks. This is a promising sign, however, it will require greater effort to increase the representation of Black full-time faculty so that it reflects the student representation. In addition, no representation amongst postdoctoral fellows and low representation amongst teaching/graduate assistants (**three** percent) requires more effort to change.

The **five** percent of senior leaders, **four** percent of mid-level leaders and **four** percent of front-line leaders who identified as Black were similar to staff representation overall (**five** percent) but slightly lower than the GTA representation at **seven** percent.



2016 Multiracial employees

Representation of Multiracial employees

3%

of Ryerson employees

Multiracial employees reflect a multicultural society and illustrate the complex and multifaceted identities and experiences of many racialized people. The answer to the question “Where are you from?” is complicated and may not fit identity “boxes” that people sometimes expect.

By comparison

2%

of Ryerson full-time faculty

As a note, in calculating percentages of multiracial people, Statistics Canada and NSSE derive data for multiracial people by counting those who identify in more than one racialized group. At Ryerson, employees can choose to identify as multiracial as a specific racialized identity option. For now, this limits the usefulness of comparing Ryerson’s representation with the GTA representation or student representation. Therefore, we have not indicated gaps as we did in other sections of the report.

12%

of Ryerson students

Multiracial employees represented **three** percent of Ryerson staff and **nine** percent of racialized staff. **Two** percent of full-time faculty and **seven** percent of racialized faculty identified as multiracial. At **five** percent each, there was a greater representation of part-time and casual employees and work study students than staff (at **three** percent).

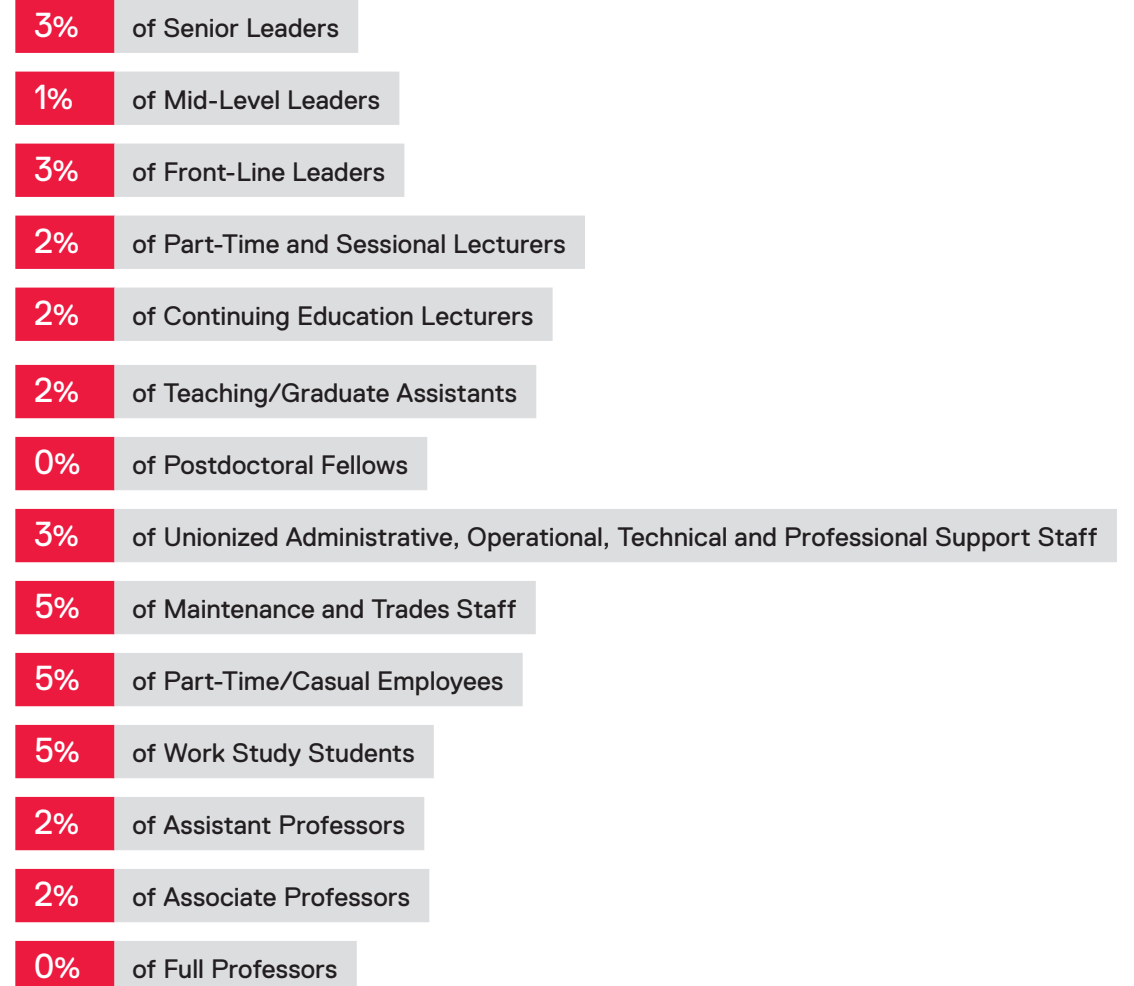
3%

of Ryerson staff

Multiracial staff represented **nine** percent of all racialized staff but **16** percent of racialized senior leaders and **12** percent of racialized front-line leaders. However, only **four** percent of racialized mid-level leaders identified as multiracial.

1%

of the GTA population



Aboriginal employees



The term “Aboriginal Peoples” was established by the federal government to refer to diverse Indigenous peoples in Canada. Aboriginal Peoples in Canada include persons who identify as First Nations (Status, Non-Status and Treaty), Inuit or Métis.

A small number of faculty, lecturers and staff continue to take much of the responsibility for supporting Aboriginal students and bringing Aboriginal perspectives to the curriculum and the scholarly, research and creative work of the university.

Expansion of Aboriginal initiatives is critical to Ryerson’s response to the Calls to Action from the Truth and Reconciliation Commission’s 2015 report. The university needs to build on existing programs, such as the innovative partnership with the First Nations Technical Institute (FNTI).

Approximately **40** percent of our Aboriginal students come to the university through the FNTI program, which provides access through culturally rich programming for certificate and degree programs in Politics and Public Administration and the School of Social Work. Faculty and lecturers often teach at FNTI locations so that students can stay connected to their communities and the support they offer.

Largely because of the FNTI program, three-quarters of Ryerson’s Aboriginal students are in two faculties – the Faculty of Arts and the Faculty of Community Services. In the fall of 2016, approximately **10** percent of Aboriginal students were in the Faculty of Communication & Design and another **10** percent in the Ted Rogers School of Management. Only **four** percent of Aboriginal

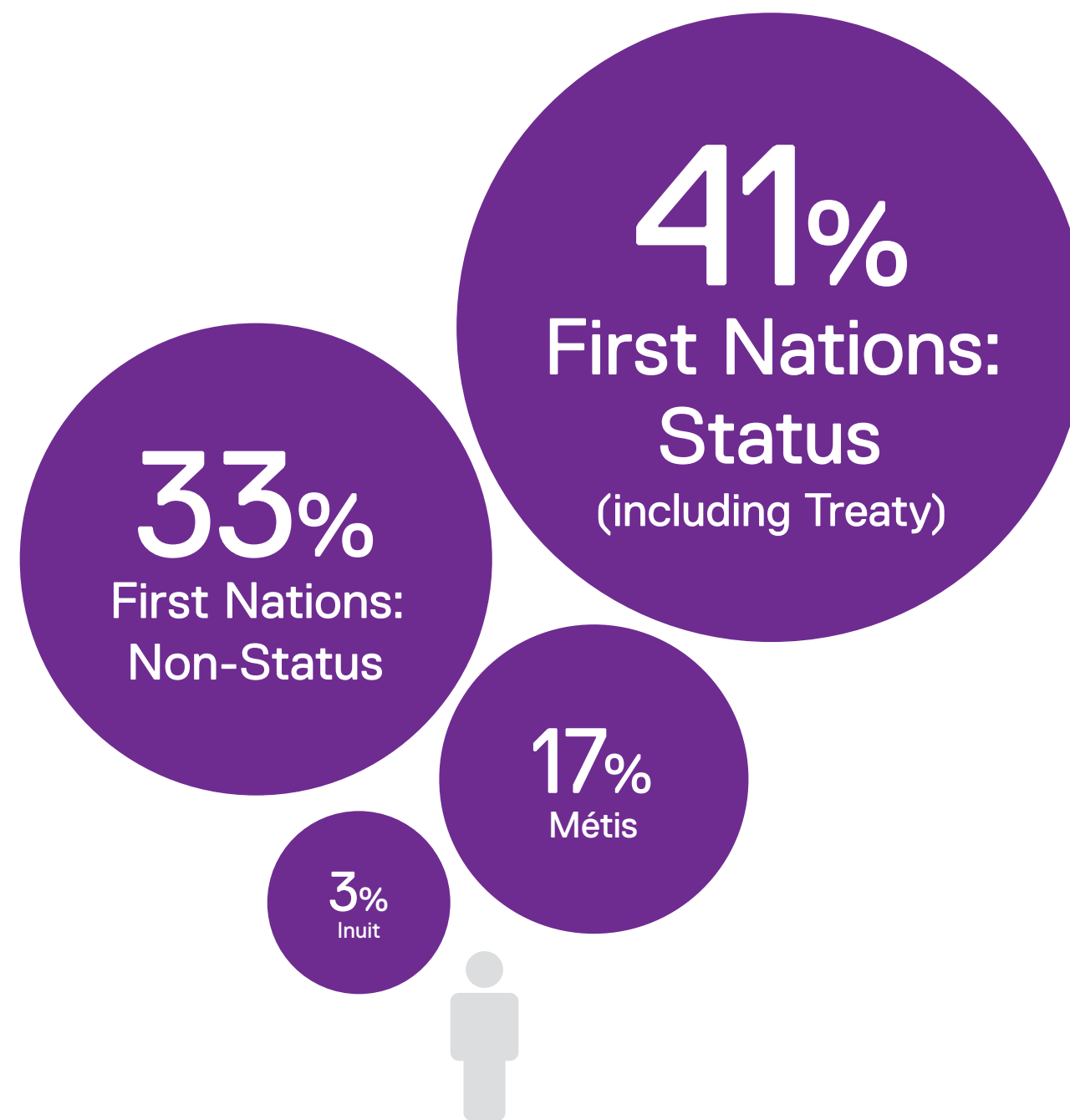
students were in the Faculty of Science and the Faculty of Engineering and Architectural Science – combined.

There has been no change in the overall representation of Aboriginal employees at Ryerson from 2014, with **one** percent identifying as Aboriginal Peoples in 2016. The representation of Aboriginal staff (**one** percent) is comparable to the GTA (**one** percent), but lower than the Ontario representation (**two** percent). Similarly, the representation of Aboriginal full-time faculty (**one** percent) is lower than Ryerson student representation at **two** percent.

Below are some key points about the representation of Aboriginal faculty and staff:

- One-third of Aboriginal staff work in the division of Equity and Community Inclusion.
- In 2015, there were **five** administrative/academic support areas with more than **30** employees that had no Aboriginal staff, and in 2016 that number increased to **six**.
- There are **44** academic departments and schools, out of **53**, with no Aboriginal faculty. That is an improvement from 2014 when **46** had no Aboriginal faculty.
- Facilities Management and Development has the highest representation of Aboriginal staff (**three** percent).
- The Faculty of Community Services has the highest representation of Aboriginal faculty (**three** percent).

Diversity of Aboriginal employees



“We stand here carrying the blood memory of seven previous generations. I’d like everyone to remember that we carry the blood of trauma, but we also carry the blood of wisdom, we carry the blood of knowing, we carry the blood of survival, and that’s why we’re here.”

– Joanne Dallaire, Aboriginal Elder and Traditional Counselor

Representation of Aboriginal employees

2014

2015

2016

2%

of Ryerson employees

1%

of Ryerson employees

1%

of Ryerson employees

By comparison

By comparison

By comparison

1%

of Ryerson full-time faculty

↓
1% gap
↑

2%

of Ryerson full-time faculty

1%

of Ryerson full-time faculty

↓
1% gap
↑

2%

of Ryerson students

2%

of Ryerson students

2%

of Ryerson students

1%

of Ryerson staff

1%

of Ryerson staff

1%

of Ryerson staff

1%

of the GTA population

1%

of the GTA population

1%

of the GTA population

2%

of the Ontario population

2%

of the Ontario population

2%

of the Ontario population

There was an increase in mid-level leadership, from **one** percent in 2014 to **two** percent in 2016. However, there was a decrease in front-line leadership, from **two** percent in 2014 to **one** percent in 2016. There continue to be no Aboriginal employees represented in senior leadership.

2014 2015 2016

2014	2015	2016	
0%	0%	0%	of Senior Leaders
1%	1%	2%	of Mid-Level Leaders
2%	1%	1%	of Front-Line Leaders
2%	1%	2%	of Part-Time and Sessional Lecturers
1%	1%	1%	of Continuing Education Lecturers
n/a	1%	1%	of Teaching/Graduate Assistants
2%	1%	2%	of Unionized Administrative, Operational, Technical and Professional Support Staff
3%	2%	3%	of Maintenance and Trades Staff
n/a	2%	1%	of Part-Time/Casual Employees
n/a	1%	1%	of Work Study Students
0%	2%	2%	of Assistant Professors
2%	2%	2%	of Associate Professors
0%	0%	0%	of Full Professors

Highest and lowest representation of Aboriginal employees

The 2014 report did not provide this information, therefore, 2015 and 2016 data is provided in this section.

2015

2016

Highest



2%

of staff in University Business Services

Highest



3%

of staff in Facilities Management and Development

3%

of full-time faculty in the Faculty of Communication & Design and the Faculty of Community Services

3%

of full-time faculty in the Faculty of Community Services

Lowest



5

Administrative/academic support areas

Lowest



6

Administrative/academic support areas

0%

of full-time faculty in the Faculty of Science

0%

of full-time faculty in the Faculty of Science

Survey highlights: Recruitment and retention

Recruitment and retention data reveal decreases in the hiring of Aboriginal faculty and staff and career progressions of Aboriginal staff between 2014 and 2016. In 2014 **eight** percent of faculty hires identified as Aboriginal Peoples, but in 2015 and 2016 there were none. While **two** percent of staff hires in 2014 identified as Aboriginal Peoples, this dropped to **one** percent in 2015 and **zero** percent in 2016.



A photograph of two women standing in a bright, modern office space. The woman on the left has long dark hair and is wearing a black and white patterned blouse and a black skirt. The woman on the right has red hair and glasses, wearing a light blue blouse, a green textured jacket, and a blue and white floral skirt. They are standing in front of a large window that looks out onto a brick building and trees. In the foreground, there are several colorful plastic chairs (red, teal, yellow) around a white table. A pink rectangular box is overlaid on the right side of the image, containing the text 'Employees with disabilities' in white.

Employees with disabilities

Disability is defined as a long-term or chronic physical, mental, emotional/psychiatric or learning disability, which may result in a person experiencing disadvantage or encountering barriers to employment or other opportunities for full participation in society. However, Ryerson acknowledges that the social model of disability recognizes that disability is created not by any particular medical or physical condition, but rather by societal barriers.

Consistent with our 2014 data, **six** percent of all Ryerson employees, **seven** percent of full-time faculty and **five** percent of staff self-identified as persons with disabilities in 2016. With Ontario representation at **15** percent and the university student population at **eight** percent, Ryerson must make a greater effort in order to move closer to its goal of reflecting its communities.

With the Faculty of Engineering and Architectural Science at **three** percent and the Ted Rogers School of Management at **nine** percent, the academic divisions with the lowest and highest representation of full-time faculty with disabilities remained unchanged between 2014 and 2016. University

Relations (with **zero** percent) and Human Resources (with **13** percent) had the lowest and highest representation of staff with disabilities.

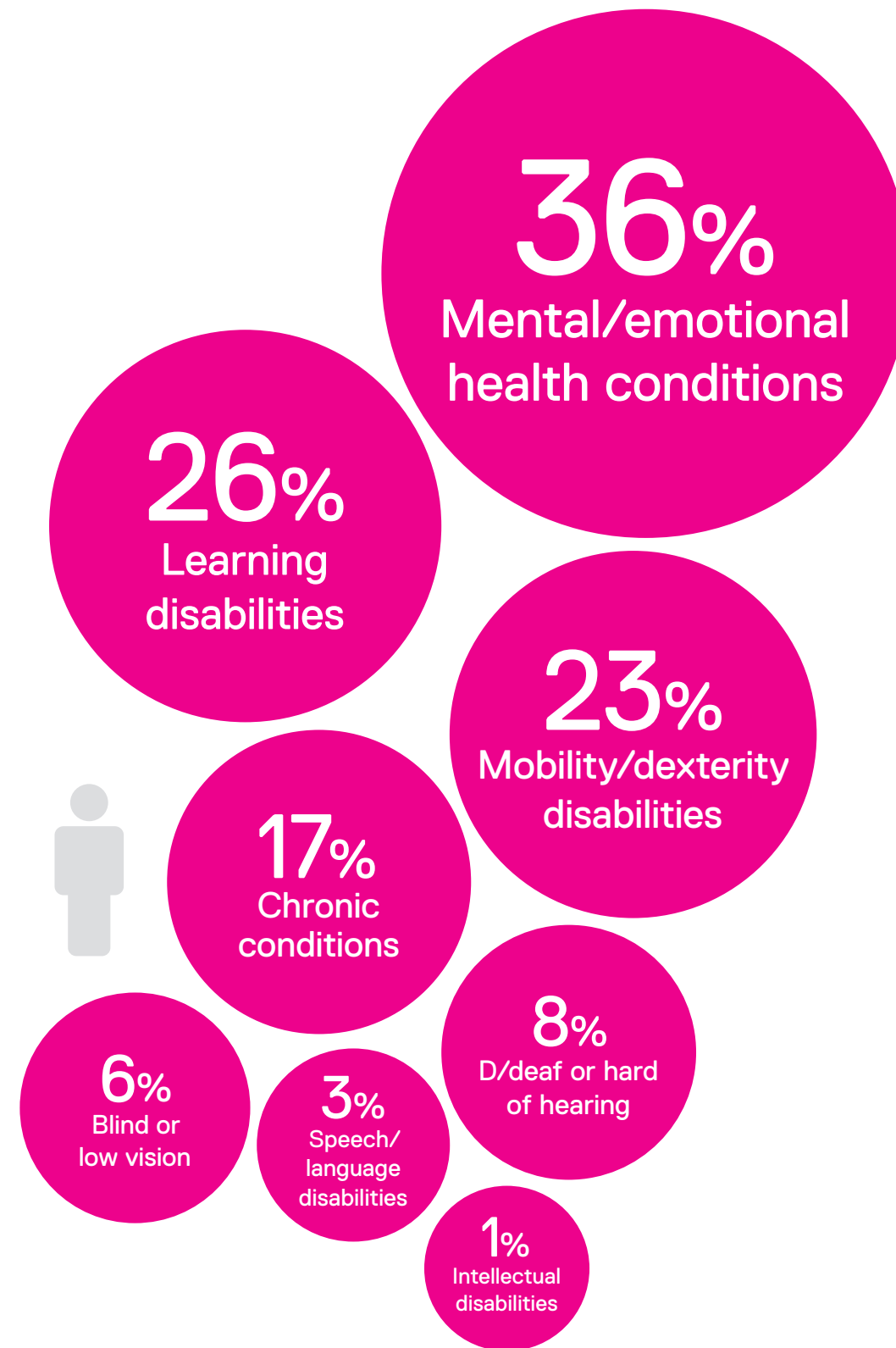
Notable increases in representation of persons with disabilities were seen within three groups:

- Senior leaders from **five** percent to **eight** percent.
- Front-line leaders from **five** percent to **seven** percent.
- The career progression of staff from **three** percent to **seven** percent.

Changes in the representation of persons with disabilities at the rank of assistant professor (new, pre-tenure faculty), from **seven** percent in 2014 to **five** percent in 2016, suggest that the gap in representation between full-time faculty and Ryerson students with disabilities could widen unless action is taken to change this direction.

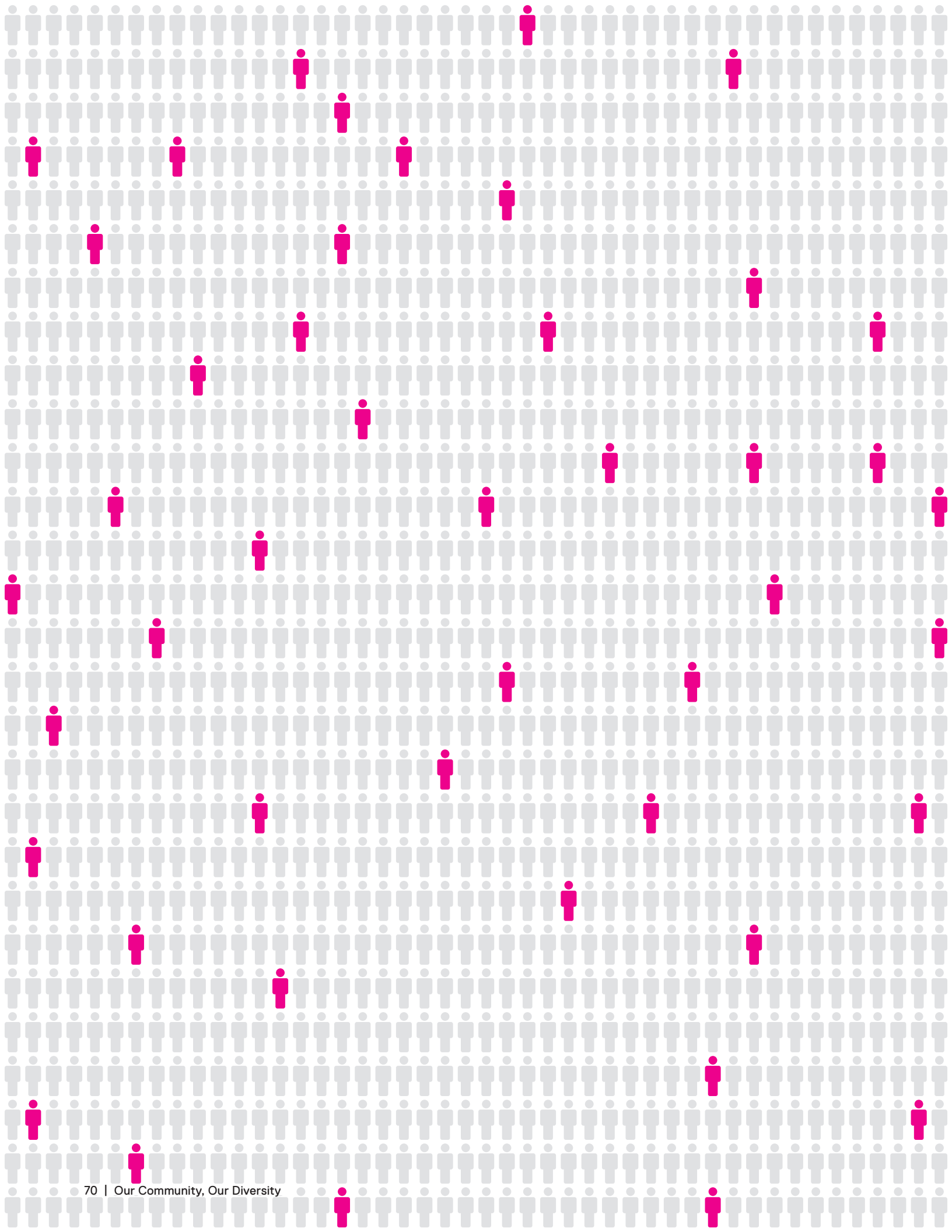
More information follows on Ryerson employees who identified as persons with disabilities.

Diversity of employees with disabilities



“It’s not the fact that I can’t walk that disables me, it is the stairs between me and where I want to go; it’s the attitude of an employer who won’t consider me a potential employee just because I use a wheelchair that disables me.”

– Heather Willis, Accessibility Coordinator



Representation of persons with disabilities

2014

2015

2016

6%

of Ryerson employees

5%

of Ryerson employees

6%

of Ryerson employees

By comparison

By comparison

By comparison

7%

of Ryerson full-time faculty

↓
1% gap
↑

7%

of Ryerson full-time faculty

↓
1% gap
↑

7%

of Ryerson full-time faculty

↓
1% gap
↑

8%

of Ryerson students

8%

of Ryerson students

8%

of Ryerson students

5%

of Ryerson staff

↓
10% gap
↑

5%

of Ryerson staff

↓
10% gap
↑

5%

of Ryerson staff

↓
10% gap
↑

15%

of the Ontario population

15%

of the Ontario population

15%

of the Ontario population

Representation of persons with disabilities among full-time faculty at the assistant professor rank decreased from **seven** percent in 2014 to **five** percent in 2016. While staff representation remained relatively unchanged, representation in part-time and casual jobs increased from **five** percent in 2015 to **seven** percent in 2016.

2014	2015	2016	
5%	5%	8%	of Senior Leaders
5%	4%	4%	of Mid-Level Leaders
5%	5%	7%	of Front-Line Leaders
6%	7%	7%	of Part-Time and Sessional Lecturers
4%	5%	5%	of Continuing Education Lecturers
n/a	5%	4%	of Teaching/Graduate Assistants
n/a	3%	0%	of Postdoctoral Fellows
5%	5%	5%	of Unionized Administrative, Operational, Technical and Professional Support Staff
5%	5%	4%	of Maintenance and Trades Staff
n/a	5%	7%	of Part-Time/Casual Employees
n/a	5%	8%	of Work Study Students
7%	5%	5%	of Assistant Professors
8%	9%	8%	of Associate Professors
6%	5%	6%	of Full Professors

Highest and lowest representation of persons with disabilities



Survey highlights: Recruitment and retention

Some ground has been lost in the recruitment and retention of persons with disabilities between 2014 and 2016. Full-time faculty hires decreased from **eight** percent to **zero** percent, staff hires decreased from **eight** percent to **four** percent and full-time faculty promotions decreased from **nine** percent to **zero** percent. Full-time faculty exits over a **five** year period increased from **two** percent in 2014 to **five** percent in 2016.





2SLGBTQ+ employees

2SLGBTQ+ is an acronym for people who identify as Two Spirit, lesbian, gay, bisexual, trans, intersex, queer, questioning, or who otherwise express gender or sexual diversity. The plus sign after the “Q” illustrates that while we haven’t listed all of the possible categories of gender expression, gender identity or sexual orientation in the acronym, we understand them to be included in our discussions and references to gender and sexual diversity.

At **eight** percent in 2016, the proportion of Ryerson employees who self-identify as 2SLGBTQ+ has remained relatively unchanged over the past three years. Within that overall figure, both the staff representation, at **seven** percent, and full-time faculty representation, at **nine** percent, have also shown little change.

Statistics Canada does not collect information on the 2SLGBTQ+ population. Our estimation of community representation at **10** percent comes from a 2001 Toronto Health Survey which, while dated, provides a snapshot for comparison. Our figure of **seven** percent of students identifying as 2SLGBTQ+ was obtained from a Ryerson 2013 student health survey.

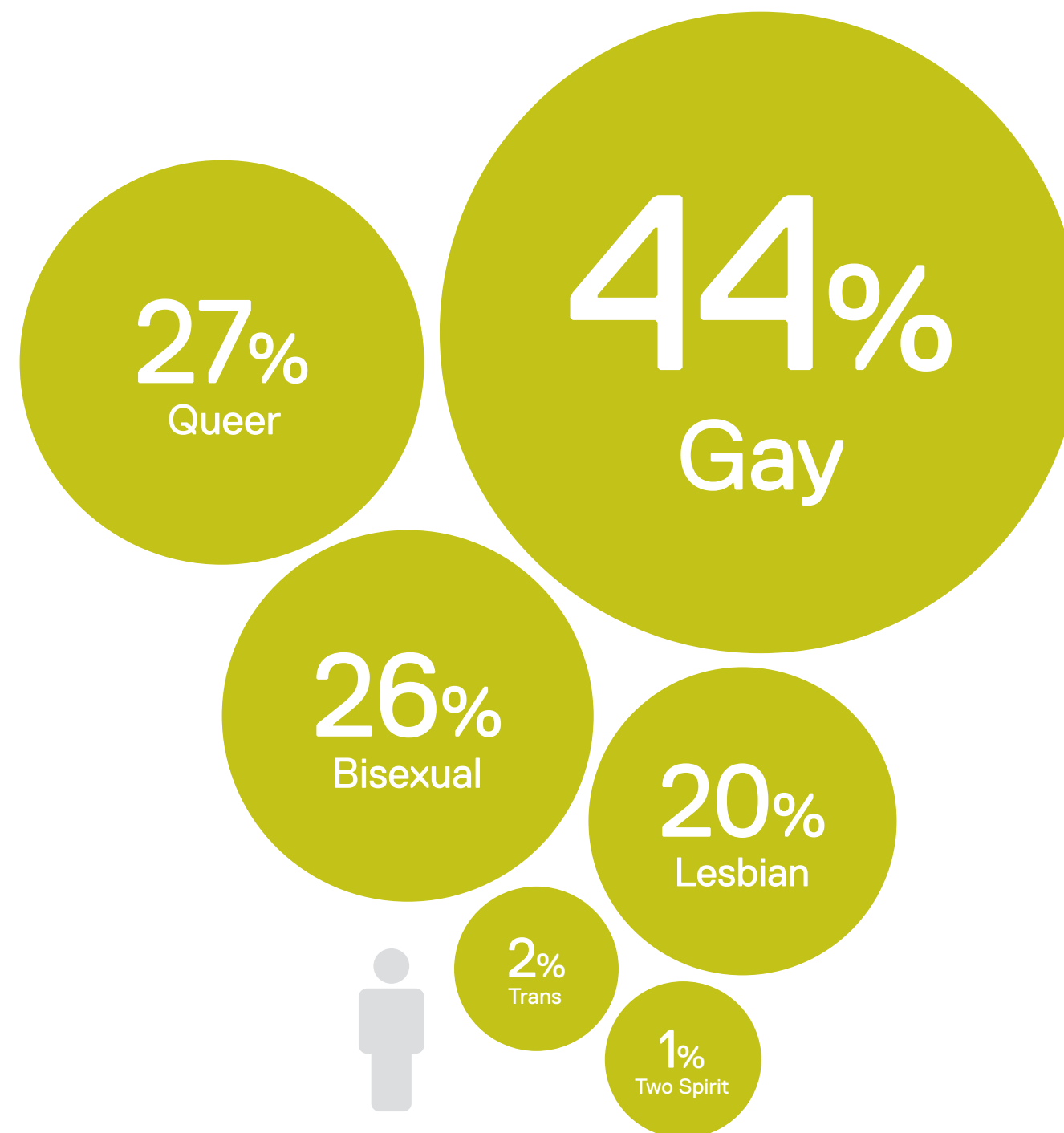
These general figures mask the uneven distribution of 2SLGBTQ+ staff and faculty depending on level,

area of the university and type of work. The 2016 data showed the following distribution:

- **Five** percent of full professors but **10** percent at the rank of associate professor and **nine** percent at the rank of assistant professor.
- **Ten** percent of full-time faculty and **nine** percent of part-time and sessional lecturers but only **three** percent of postdoctoral fellows.
- **Seven** percent of administrative, operational, technical and professional support staff but **one** percent of maintenance and trades staff and **five** percent of professional staff.
- **Zero** percent of staff in one administrative/academic support division (an improvement from two such divisions in 2014) and **14** percent of staff in the Office of the Vice-Provost, Students.
- **Two** percent representation of full-time faculty in the Faculty of Engineering and Architectural Science and **14** percent representation in the Faculty of Arts.

More information follows on the representation, retention and recruitment of employees who identified as 2SLGBTQ+.

Diversity of 2SLGBTQ+ employees



“Things get even more complex for 2SLGBTQ+ people when you consider our other identities as well. As a bisexual woman of colour from a Chinese working-class family, the only thing keeping me safe from awkward family dinners (or worse) is the fact that most of my family don’t understand English and they can’t read what I’m writing here! We as the Ryerson community should critically reflect on our current practices: What can we do to create a space where people can feel safe and welcomed enough to lean in on their individual discomfort and bring their whole self to work?”

– Wincy Li, Program Coordinator, International University Foundation Program, The G. Raymond Chang School of Continuing Education

Representation of 2SLGBTQ+ employees

2014

2015

2016

8%

of Ryerson employees

7%

of Ryerson employees

8%

of Ryerson employees

By comparison

By comparison

By comparison

10%

of Ryerson full-time faculty

9%

of Ryerson full-time faculty

9%

of Ryerson full-time faculty

7%

of Ryerson students

7%

of Ryerson students

7%

of Ryerson students

6%

of Ryerson staff

↓
4% gap
↑

7%

of Ryerson staff

↓
3% gap
↑

7%

of Ryerson staff

↓
3% gap
↑

10%

of the Toronto population (2001)

10%

of the Toronto population (2001)

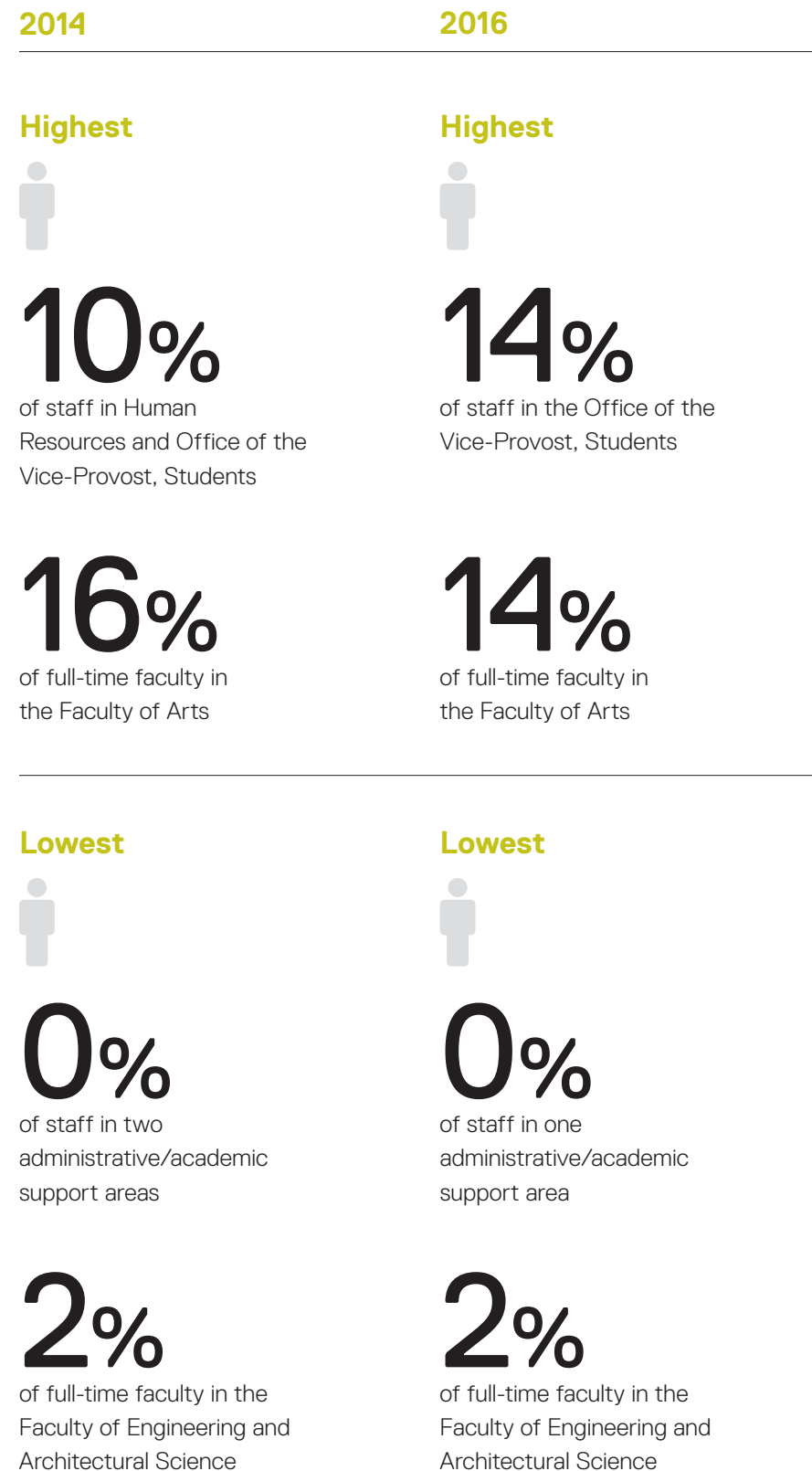
10%

of the Toronto population (2001)

Regarding leadership positions, **eight** percent of 2SLGBTQ+ employees were senior leaders in 2016, compared to **three** percent in 2014. The representation of mid-level leaders remained steady at **eight** percent. However, front-line leadership has decreased from **13** percent to **nine** percent over the past three years.

2014	2015	2016	
3%	5%	8%	of Senior Leaders
8%	10%	8%	of Mid-Level Leaders
13%	8%	9%	of Front-Line Leaders
10%	10%	9%	of Part-Time and Sessional Lecturers
9%	7%	8%	of Continuing Education Lecturers
n/a	5%	7%	of Teaching/Graduate Assistants
n/a	7%	3%	of Postdoctoral Fellows
6%	7%	7%	of Unionized Administrative, Operational, Technical and Professional Support Staff
2%	2%	1%	of Maintenance and Trades Staff
n/a	8%	6%	of Part-Time/Casual Employees
n/a	6%	6%	of Work Study Students
10%	11%	9%	of Assistant Professors
10%	11%	10%	of Associate Professors
6%	5%	5%	of Full Professors

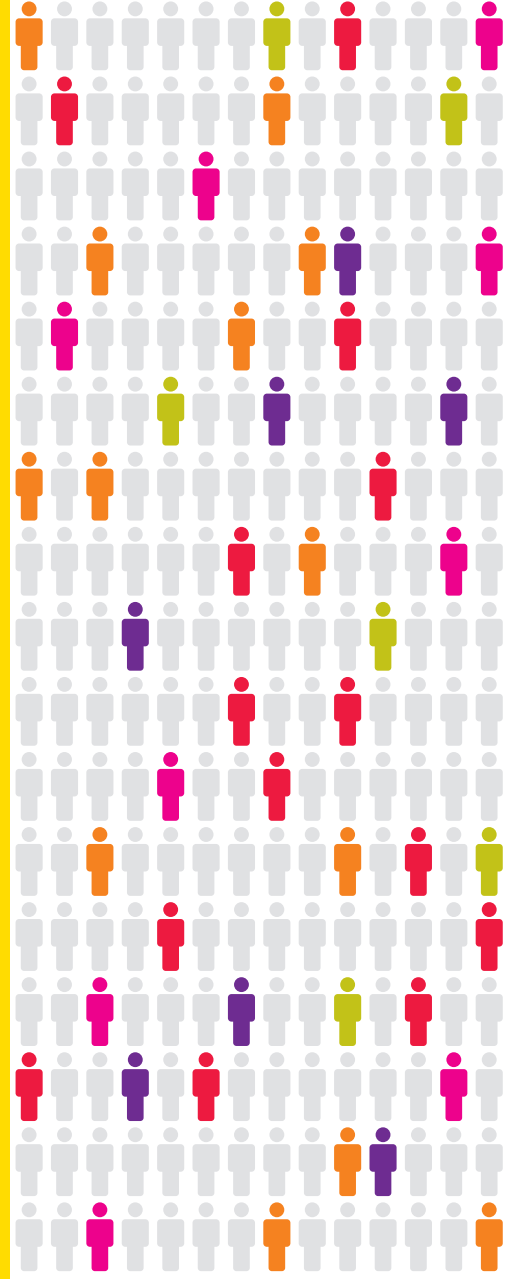
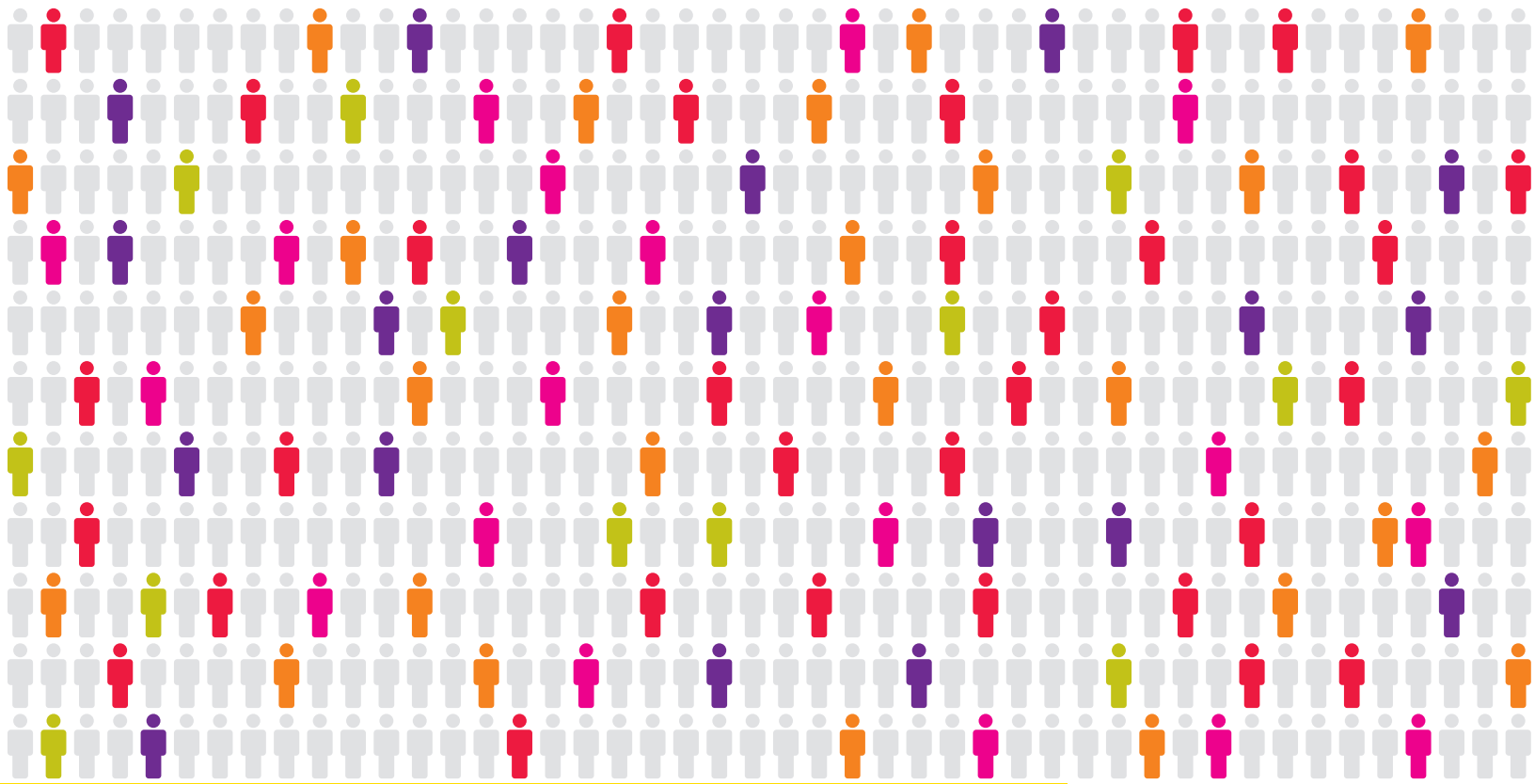
Highest and lowest representation of 2SLGBTQ+ employees







Survey highlights: Recruitment and retention

The hiring of 2SLGBTQ+ faculty has shown some downward movement between 2014 and 2016, from **12** percent to **seven** percent. On the other hand, promotions and progressions of 2SLGBTQ+ faculty and staff have seen a rise in the past three years. Full-time faculty promotions increased from **seven** percent to **17** percent, and staff career progressions increased from **nine** percent to **12** percent. For the first time, we are able to report multi-year exit data. Over three years ending in 2016, 2SLGBTQ+ full-time faculty represented **five** percent of exits and staff represented **seven** percent of exits.





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This report was prepared by the Office of the Vice-President, Equity and Community Inclusion at Ryerson University.

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