



Employee and Labour Relations Committee

Meeting No.	7	Contact	Frances Pritchard, Manager
Meeting Date	Monday, October 22, 2012	Phone	416-392-7445
Start Time	9:30 AM	E-mail	elrc@toronto.ca
Location	Committee Room 2, City Hall	Chair	Councillor Doug Holyday

EL7.4	ACTION	Adopted		Ward:All
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Employment Equity Workforce Survey Among Union and Non-Union Staff - Response Rate and Representation Rate - 2011

Committee Decision

The Employee and Labour Relations Committee recommends to the Executive Committee that:

1. City Council receive the item for information.

Origin

(October 10, 2012) Report from the City Manager

Summary

This report documents the response rate to the Workforce Survey administered in 2011 and discusses the representation of the four designated groups within the Toronto Public Service (TPS).

On January 26, 2010 City Council received an information report titled "Workforce Survey among Non-Union Staff: Response Rate and Representation Rate" and requested the City Manager to submit a further report to the Employee and Labour Relations Committee upon completion of an Employment Equity Workforce Survey. This report is intended to assist the TPS in implementing the Employment Equity policy within the context of Goal # 3 of the People Plan to "attract and retain a skilled, high performing and diverse workforce" as well as the City's commitment to diversity as outlined in its Diversity & Positive Workplace Strategy.

Significant progress has been made in strengthening foundational elements of the Employment Equity program that are key to successfully meeting the city's equity goals. The following has resulted in a significant upsurge in survey participation:

- Increased organizational strategic priority has been placed on equity, diversity and inclusion with the establishment of the Office of Equity, Diversity and Human Rights in 2011;
- Stronger communications from senior management and union executives about the workforce survey has raised awareness of the importance of the survey; and

- Improved survey distribution methodology including the participation of union members and divisional champions has achieved a considerable improvement in the response rate.

Response Rate:

46.4% of the active workforce responded to the survey with divisional responses varying widely between 35.0% and 90.6%. This represents a 13.3% increase compared to first workforce survey conducted in 2003-2005, which achieved a 33.1% response rate. These encouraging results demonstrate that with strong support from leaders within the TPS and Unions, the City has been able to make measurable progress in meeting its goals.

Background Information

(October 10, 2012) Report from the City Manager on Employment Equity Workforce Survey among Union and Non-Union Staff - Response Rate and Representation Rate - 2011 (<http://www.toronto.ca/legdocs/mmis/2012/el/bgrd/backgroundfile-50854.pdf>)