



**Joint Statement: Office of the Provost, University of Toronto
and University of Toronto Faculty Association**

April 26, 2019

UTFA and the University Administration share a strong commitment to identifying and addressing gender-based salary equity issues for faculty and librarians at the University of Toronto. Drawing on a report by the Provostial Advisory Group on Faculty Gender Pay Equity, the Administration has identified a 1.3% gender gap for women in the tenure stream. The University's decision to implement a pay increase arises in part from a pre-grievance mediation during which the Administration shared the results of the Advisory Group's report and UTFA provided its own expert analysis on the relationship between gender and salary at the University. UTFA's analysis concluded that there is a larger gender-based discrepancy in the tenure stream, and also a discrepancy for women in the teaching stream, librarians, CLTAs, and part-time faculty; however, both parties agree that there is at least a pay gap of 1.3% for tenure stream women.

Consistent with our shared commitment, we agree that it is important that this gap be addressed in a timely way and that all women in the tenure stream receive a 1.3% increase to their June 30 base salary. UTFA and the Administration will continue discussions to identify and address salary inequities related to gender and other social identities, including Indigeneity and race.