

## 8. Diversity

The University of Toronto values and promotes diversity as an institutional priority and was recognized as one of Canada's Best Diversity Employers in 2009.

The Faculty of Applied Science and Engineering embraces diversity as a marker of excellence. Our vibrant combination of linguistic, cultural, and geographic backgrounds helps foster an inclusive and enriching academic community.

Our collective efforts to promote diversity in recent years have produced several dramatic improvements. The proportion of international students in our First Year undergraduate population increased to 18.9% this year, up from 5.1% in 2003.

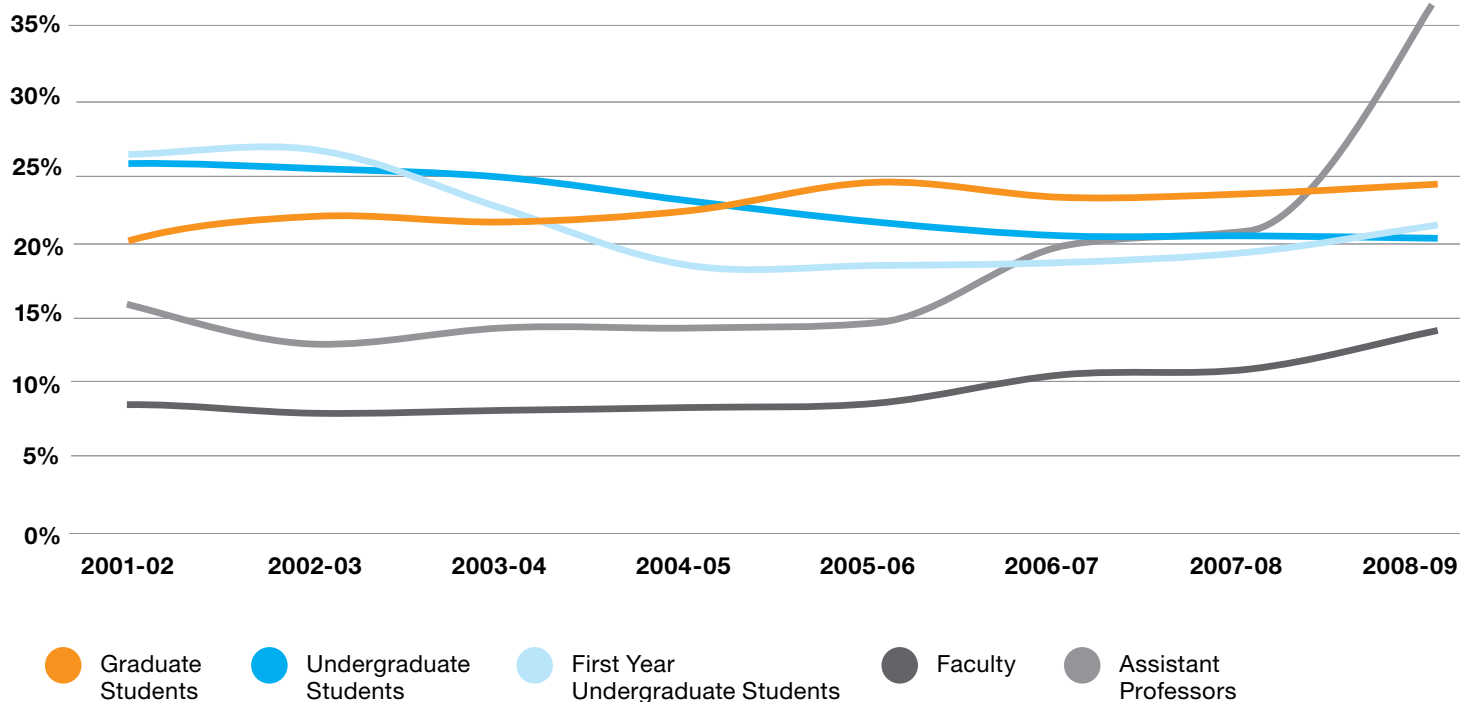
The Faculty has also increased its efforts to attract more female undergraduates. We organize and participate in recruitment efforts designed for women, we sponsor special female mentorship programs, and we have raised the profile of female role models among our faculty.

These efforts are being rewarded. There is a slight upward trend again this year in the number of First Year undergraduate women in Engineering, while the number of women pursuing graduate studies remains steady. In both categories we outperform our peers in Ontario and Canada.

Equally importantly, we have increased the number of women on the faculty. Last year, the number of women assistant professors grew to 37% of our faculty complement, a three-fold increase over three years. Overall, our total proportion of female faculty is on par with Ontario Engineering Faculties and slightly higher than the Canadian average.

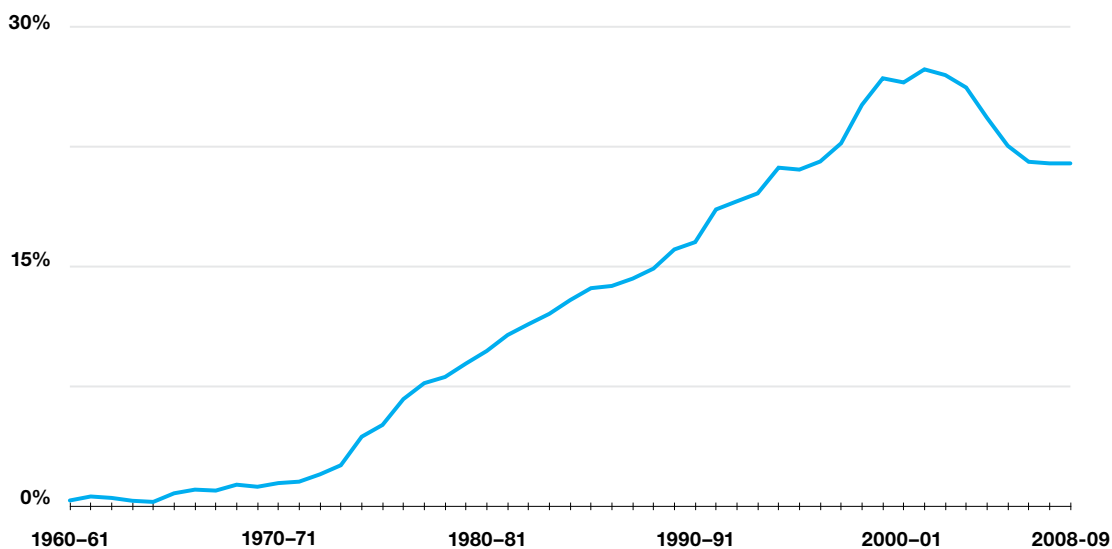
Our female faculty are inspiring role models, recognized with numerous prestigious awards, such as the Killam Research Fellowship, MIT's Top 35 Under 35, and the 3M National Teaching Fellowship. On top of this, a growing number of women are assuming academic leadership roles within the Faculty.

**Figure 8.1**  
**Percentage of Women Graduate Students, Undergraduate Students, First Year Students, and Faculty in Engineering**  
**2000–2001 to 2008–2009**



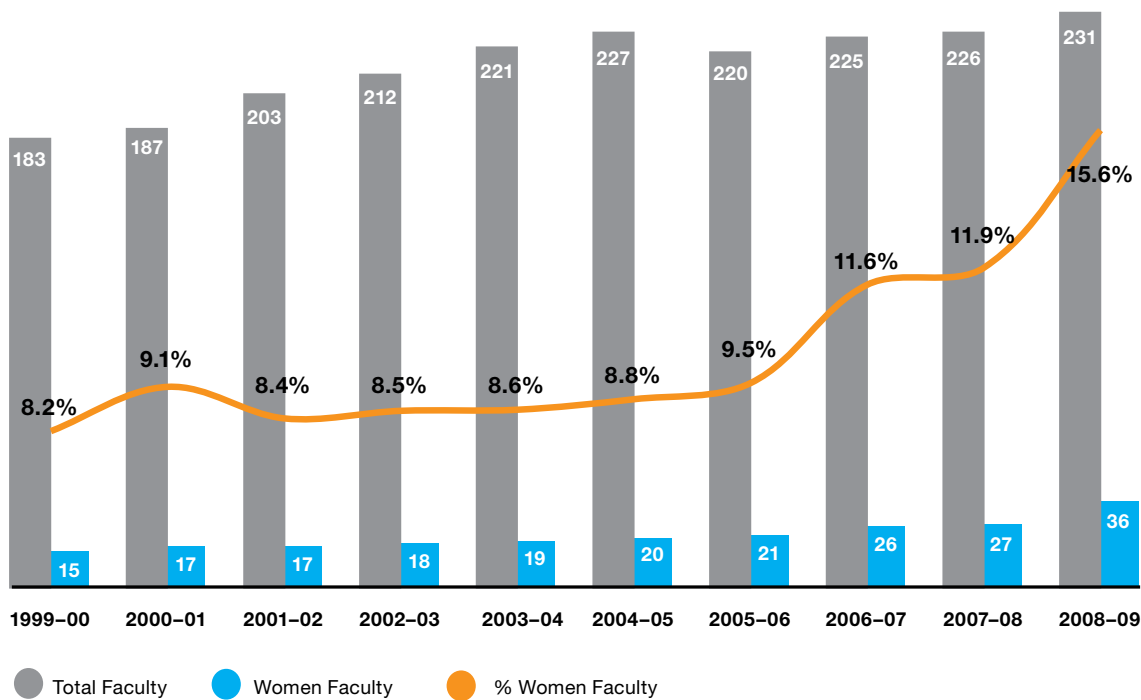
	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Graduate Students	20.1%	22.6%	23.6%	23.7%	25.2%	25.0%	24.9%	25.5%
First Year Undergrad Students	26.9%	27.2%	23.7%	20.3%	20.3%	20.4%	21.2%	22.8%
Undergraduate Students	26.3%	27.2%	26.4%	24.5%	22.8%	21.6%	21.2%	21.3%
Assistant Professors	15.2%	12.2%	12.5%	12.7%	16.4%	21.3%	22.2%	37.0%
Faculty	8.4%	8.5%	8.6%	8.8%	9.5%	11.6%	11.9%	15.6%

**Figure 8.2**  
**Undergraduate Women in Engineering**  
**1960–1961 to 2008–2009**



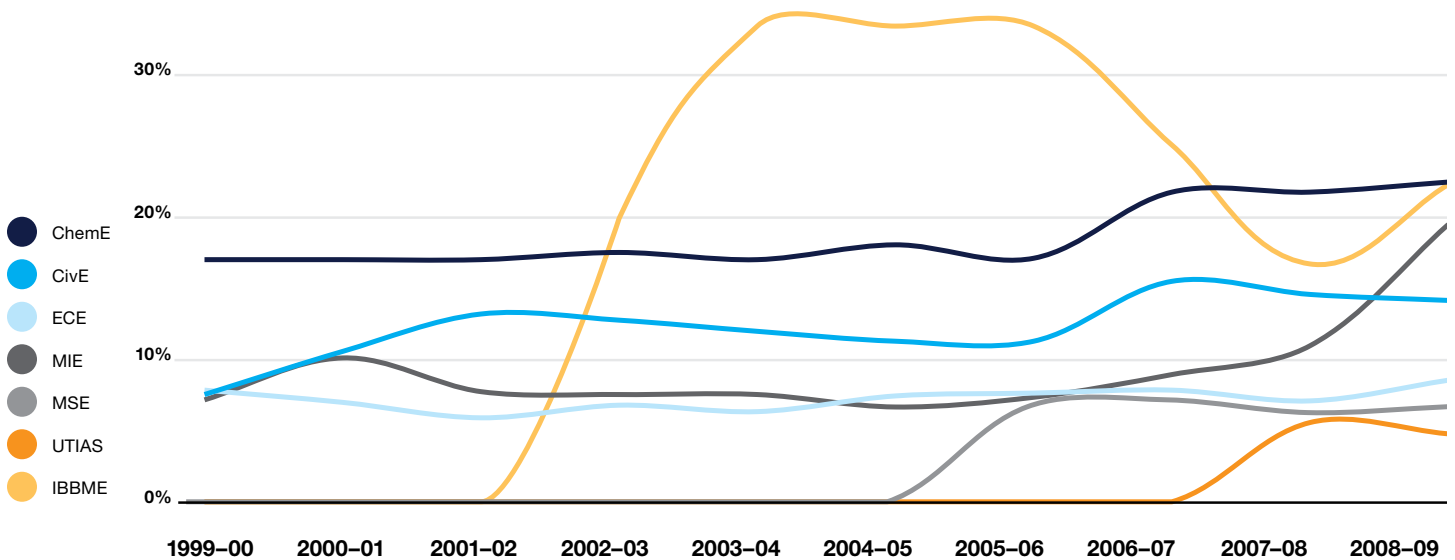
This chart shows the enrolment of undergraduate women in Engineering from 1960–1961 with 0.35% women undergraduate students. This past academic year, 21.3% of our undergraduate students were women. Undergraduate enrolment of women peaked in 2001, and is again increasing with 22.8% in the 2008–2009 First Year class.

**Figure 8.3**  
**Number of Men and Women Faculty with Percentage of Women Faculty**  
**1999–2000 to 2008–2009**



In 2008–2009, women accounted for 37.0% of Assistant Professors, 13.8% of Associate Professors, 4.8% of Professors, and 27.3% of Lecturers within the Faculty. For a detailed analysis on the faculty composition of each academic area, please see the Appendix.

**Figure 8.4**  
**Percentage of Women Faculty by Academic Area**  
**1999–2000 to 2008–2009**



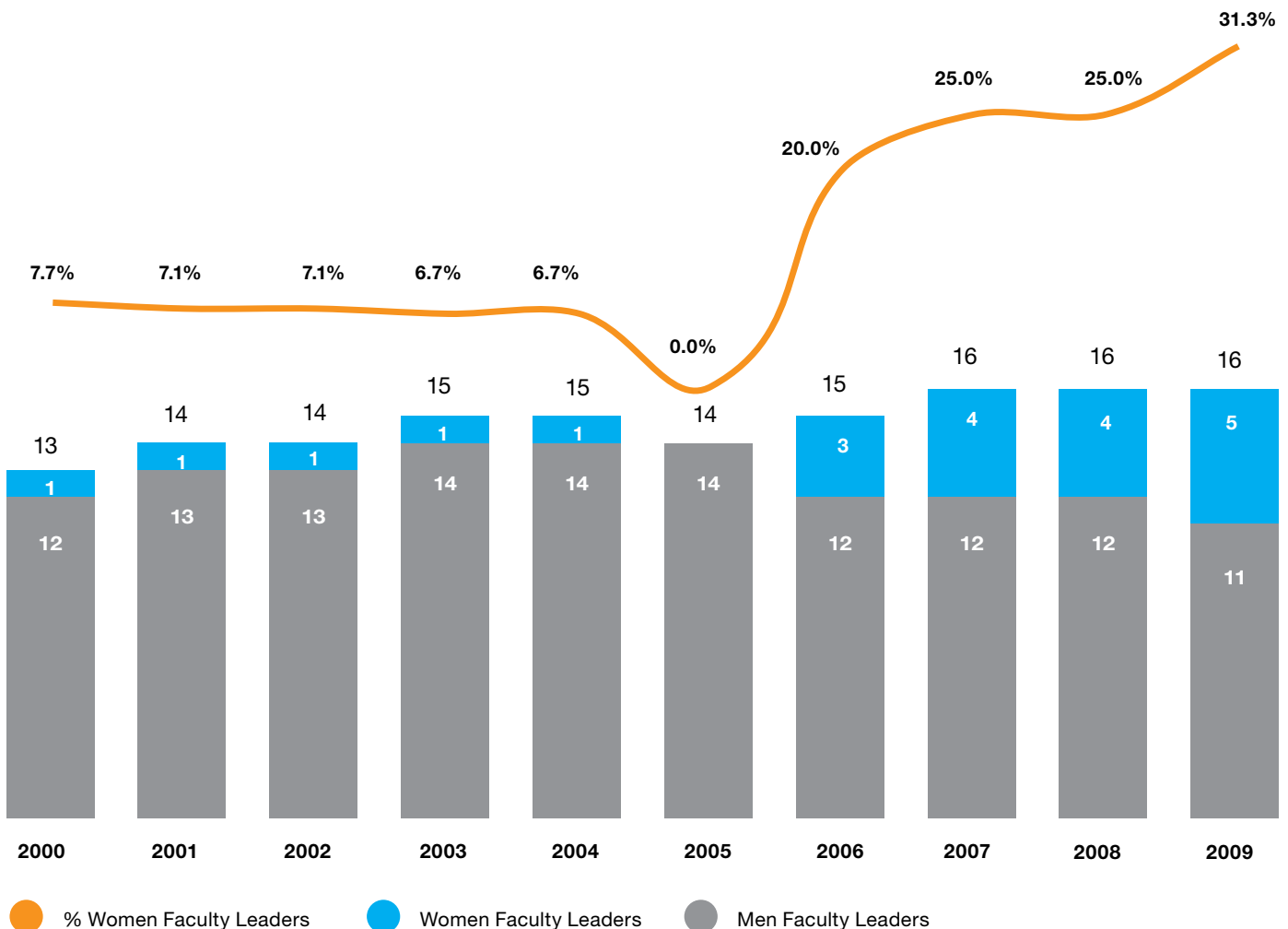
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
<b>ChemE</b>	17.1%	17.1%	17.1%	17.6%	17.1%	18.2%	17.2%	21.9%	21.9%	22.6%
<b>CivE</b>	7.7%	10.7%	13.3%	12.9%	12.1%	11.4%	11.4%	15.6%	14.7%	14.7%
<b>ECE</b>	8.0%	7.1%	6.1%	6.9%	6.5%	7.6%	7.8%	8.0%	7.2%	8.7%
<b>MIE</b>	7.3%	10.3%	7.9%	7.7%	7.7%	6.8%	7.5%	9.1%	11.1%	20.0%
<b>MSE</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	7.1%	6.3%	7.1%
<b>UTIAS</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	5.9%
<b>IBBME</b>	0.0%	0.0%	0.0%	20.0%	33.3%	33.3%	33.3%	25.0%	16.7%	22.2%
<b>Faculty</b>	8.2%	9.1%	8.4%	8.5%	8.6%	8.8%	9.5%	11.6%	11.9%	15.6%

**Figure 8.5a**  
**Women Holding Academic Administrative Faculty Roles**  
**2000–2009**

Year	Name	Title	Area
2000–2005	Yu-Ling Cheng	Chair	EngSci
2006–present	Cristina Amon	Dean	Faculty
2006–2007	Brenda McCabe	Vice-Dean, Graduate Studies	Faculty
2006–present	Susan McCahan	Chair, First Year	Faculty
2007–present	Yu-Ling Cheng	Speaker, Faculty Council	Faculty
2008–present	Brenda McCabe	Chair	CivE
2009–present	Jean Zu	Chair	MIE

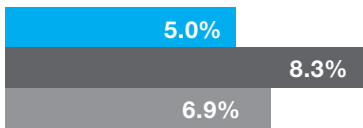
The figures on this page illustrate the increase of women in major academic administrative roles over time within the Faculty of Applied Science and Engineering. From 2000 to 2005, one woman, Yu-Ling Cheng, held an academic administrative role. Starting in 2006, women participation in major leadership roles has increased. Currently 31.3% of our Faculty leaders are women.

**Figure 8.5b**  
**Academic Administrative Faculty Roles and Percentage of Women**  
**2000–2009**



**Figure 8.6**  
**Percentage of Women Faculty at U of T Engineering Compared with Women Faculty in Ontario and Canadian Engineering Faculties 2008**

**Professors**



**Associate Professors**



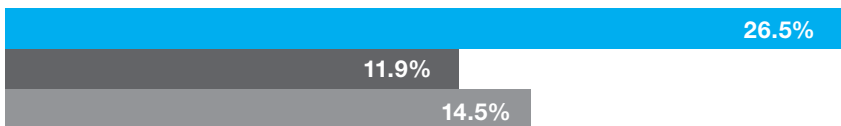
**Assistant Professors**



**Tenured and Tenure Stream**



**Instructors/Lecturers**



**Total**



- U of T Engineering
- Ontario
- Canada