



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

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PRESENTER: As noted above.
CONTACT INFO:

DATE: May 14, 2015 for May 26, 2015

AGENDA ITEM: 5

ITEM IDENTIFICATION:

2014 Annual Report of Equity, Diversity and Excellence

JURISDICTIONAL INFORMATION:

The University Affairs Board has responsibility for Equity Issues and Initiatives (Section 5).

Section 5.6 of the University Affairs Board *Terms of Reference* states:

The Board receives annually, from the appropriate administrators, reports on services within its areas of responsibility, including but not limited to multi-campus services and offices, Campus Police, Human Resources and Equity, crisis response, and campus organizations.

Sexual Harassment: Policy and Procedures [1997]:

13(g) Annual Report to University Affairs Board
(g) report annually to the University community through the President to the University Affairs Board on matters relating to sexual harassment including, without names, the disposition of the cases before the Hearing and Appeals Boards.

GOVERNANCE PATH:

- 1. University Affairs Board (May 26, 2015) [For Information]**

PREVIOUS ACTION TAKEN:

The 2013 Annual Report of Equity, Diversity and Excellence was presented to the Board for information on April 29, 2014.

HIGHLIGHTS:

The “*2014 Annual Report of Equity, Diversity, and Excellence*”, is a consolidation of the work and achievements of the Equity Offices in partnerships with central and divisional offices across all three campuses, from January 1 - December 31, 2014. The Report is part of the Annual Report of the Vice-President, Human Resources & Equity.

The work of the Equity Offices to enhance awareness of the University’s values of equity, diversity, and inclusiveness, to identify and address concerns and needs as they arise, and to create a vibrant and welcoming community, is incorporated throughout the Report. Key accomplishments are noted, including:

- increased awareness of equity resources and services;
- the development of innovative programming and materials to reduce attitudinal barriers, initiatives to build community and to welcome new and prospective students and employees;
- community outreach initiatives, including the Sexual & Gender Diversity Office (SGDO)’s involvement in the WorldPride Human Rights Conference Organizing Committee. The WorldPride Human Rights Conference attracted over 400 activists, artists, educators, journalists, policymakers, students and others engaged in LGBTQ activism from over 50 countries, and was held at U of T from June 25 - 27, 2014 as part of WorldPride in Toronto;
- partnering with the University of Toronto St. George Multi-Faith Centre and Student Life, the Equity & Diversity Office at the University of Toronto Mississauga hosted the Religious Diversity Youth Leadership program in January and September 2014. This program provides young adults the opportunity to participate in civic engagement, interfaith dialogue, and community service; and
- in March, Tanya "Toni" De Mello was appointed as the new Equity & Diversity Officer for University of Toronto Scarborough.

We wish to emphasize that while this report highlights the equity-related activities in 2014, it does not capture all the initiatives undertaken at the University, particularly those for which separate reports are submitted to governance (Employment Equity Report; Accessibility for Ontarians with Disabilities Act (AODA) Report).

Data related to sexual harassment complaints is provided on Page 9 of the Report and at <http://sho.utoronto.ca/reports/>.

Finally, while this report does note some initiatives within faculties, it does not capture all the myriad of activities in support of equity, diversity and inclusiveness that are initiated and carried out through Divisions and Departments.

FINANCIAL IMPLICATIONS:

None.

RECOMMENDATION:

This report is for information.

DOCUMENTATION PROVIDED:

2014 Annual Report of Equity, Diversity and Excellence



EQUITY & DIVERSITY

ELEVATING AND CEMENTING
UNIVERSITY OF TORONTO'S
ROLE AS A LEADER IN EQUITY

Supporting U of T's world-class teaching, learning, and working community while providing an inclusive space for all, takes commitment and dedication from all U of T community members.

By providing the resources, training, advocacy, and support needed to create this community at the University of Toronto, Equity Offices and those with equity responsibilities, play a pivotal role across all three campuses.

In 2014, the University's Equity Offices and partners undertook a variety of projects and programs to support and educate our evolving community. For more information about equity initiatives and programming at U of T, visit www.equity.utoronto.ca/.

Featured Initiatives

- Equity Recognition at U of T
- Communications
- Status of Women Office
- Accessibility for Ontarians with Disabilities Act
- Education & Training Initiatives
- Engaging with Equity & Diversity
- Issue Resolution
- Focus on Engagement

The University's Equity Offices are responsible for ensuring that the University of Toronto is an equitable, fair, and safe place for all members of its community. They are responsible for:

- Reporting and responding to complaints;
- Answering policy questions; and,
- Providing training and resources to ensure everyone at U of T understands their rights and responsibilities towards building an equitable workplace.

The range of Equity Offices provide services to both students and employees, and all play important roles raising awareness of diversity & equity issues both internal and external to the University.

EQUITY RECOGNITION AT U OF T

Based on our 2013 application, the University of Toronto was named one of Canada's Best Diversity Employers for 2014. This award recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs. University of Toronto has been named one of Canada's Best Diversity Employer for seven years consecutively.

One of the reasons cited for U of T's 2014 award is *"our commitment to address equity and diversity issues through the creation of dedicated offices and roles to support our community."*

The University of Toronto was also recognized as one of Canada's Top Family-Friendly Employers for 2014.

Canada's Best Diversity Employers and *Canada's Top Family-Friendly Employers* are annual competitions run by Mediacorp Canada Inc. in partnership with the Globe and Mail. U of T was also named as one of *Canada's Top 100 Employers* for 2014 and one of *Greater Toronto's Top Employers* for 2014.

COMMUNICATIONS

The Division's use of social media to communicate about equity and diversity with faculty, staff and students expanded in 2014. Among the initiatives:

- The Sexual & Gender Diversity Office (SGDO) Facebook account grew to over 1250 'Likes' (see <http://www.facebook.com/utorontosgdo>), and the weekly SGDO email digest of ongoing work, events and programs circulated via listserv to over 950 subscribers.
 - The Sexual Harassment Office (SHO) launched a new website that complies with the Accessibility for Ontarians with Disabilities Act (AODA) requirements and provides clear resource and information for community members; the office also worked with a group of staff and students from all three campuses to create a video on consent for
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orientation week;

- The Anti-Racism & Cultural Diversity Office (ARCD) continued to make improvements to their website, including updating it in May 2014 to a more user-friendly layout.
- For the first time ever, the 2014 - 2015 Ontario Disability Act (ODA) Report was published in a web-optimized format on the HR & Equity website.

STATUS OF WOMEN ADVISOR

In August 2014, Professor Njoki Wane finished her successful term as the Status of Women Advisor. In this role, Professor Wane worked on a significant project that explored the experiences and perceived equity and diversity achievements and disparities at the University of Toronto, as identified by diversely-positioned women, including Indigenous women, racialized women, women with disabilities and sexual minority women. Students, staff and faculty from all three campuses were included in the study.

Information gathered from this project will be used to inform strategic planning going forward.

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT

Over 2014, the Accessibility for Ontarians with Disabilities Act (AODA) Office spearheaded a broad range of projects and initiatives that highlight the University's commitment to building an accessible working and learning environment for persons with disabilities.

The University of Toronto community is taking responsibility for the delivery of accessible service and is engaged in creating a system-wide, integrated and comprehensive approach to doing so. Through external partnerships and the mobilization of our expertise, the University of Toronto is assisting the Province in meeting the goals of the AODA.

For more information on the projects and initiatives undertaken in 2014, please see the 2014 - 2015 AODA / ODA Annual Report.

EDUCATION & TRAINING INITIATIVES

Throughout the year, the Equity Offices collaborate with other partners (including other equity offices, student clubs, and faculty) to deliver educational and training programs. Some of these include:

- Annual collaboration among equity offices to deliver the equity training for the Central Dons, Orientation Coordinators, UTM Residence Life Staff, Joint Orientation Leaders Training (JOLT), Victoria College Students Equity Council, and The Varsity editors and reporters, among others;

- Colleagues in equity-related offices across all three campuses developed and delivered training to managers, employees (including casual staff) and academic administrators on equity, diversity and inclusion;
- The **Anti-Racism & Cultural Diversity Office (ARCDO)** and the **High Risk & AODA Office** co-facilitated 'Diversity & Equity in Practice' workshops, delivered through the ODLC, for staff groups from across the University community;
- The **Sexual Harassment Office (SHO)** delivered training on a regular basis to new academic administrators, residence dons, managers and supervisors, Teaching Assistants, orientation leaders, and on request to departments. For example, this year SHO worked with campus police at the University of Toronto Mississauga to revise and update communications outlining the police response to sexual harassment and sexual violence on campus;
- The **Family Care Office**, on its own and in partnership with other offices, delivered workshops that address topics such as stress management, avoiding parental/caregiver burnout, healthy caregiving, separation and divorce, and mindful parenting;
- The **Sexual & Gender Diversity Office** partnered with Counselling (an initiative by the Factor-Inwentash Faculty of Social Work, University of Toronto Health & Wellness, St. George Campus and the Faculty of Arts & Science Undergraduate Colleges) to provide a new stream of LGBTQ-focused counselling within this highly successful program at the University of Toronto.
- The **University of Toronto Mississauga Equity & Diversity Office (EDO)** facilitated diversity, equity, and inclusivity workshops for over 250 students leaders in the UTSC Summer Camp, Residence Life, Student Life, Peer Health Education, Career Centre, Sexual Education Centre, Undergraduate Commerce Society, and Student Management Association.
- Among many diversity, equity and inclusion workshops, the **University of Toronto Scarborough Equity & Diversity Office** created and led training to diminish implicit bias in hiring.

ENGAGING WITH EQUITY & DIVERSITY

In 2014, many outreach events, workshops and conferences were organized by the Equity Offices and partners to educate and engage University of Toronto faculty, staff and students about equity and diversity issues. A sample of this long list includes:

- **A Hurdle to Success: The Path to Pan Am/Parapan Am Legacy**

With the upcoming Pan Am / Parapan Am Games to be held in the Greater Toronto Area in 2015 (TO2015), the Anti-Racism & Cultural Diversity Office (ARCDO) partnered with First Nations House, the Faculty of Kinesiology and Physical Education (KPE), Hart House, University of Toronto Scarborough and the Centre for Sport Study

to jointly organize this community engagement initiative to examine notions of sport and post-secondary education as “level-playing fields” in relation to the experiences of Indigenous and racialized minority student athletes.

- **Annual U of T IDERD Campaign & Recognition Award**

Under the theme, “Decolonizing Education towards the Advancement of Anti-Racism” the annual IDERD Campaign was rolled out across all three campuses of the University.

- **Wounds to Wisdom: Reconciling Historical Injustices and the Role of Public Apology**

This was the second on a two-part series panel discussion that engaged deep conversation about historical injustices suffered by distinct groups of Canadians, the complexities of forgiveness and reconciliation involved in these forms of structural injustices and the legacies that continue to impact experiences of many of these populations and their communities today.

- **UNFILTERED: Truth Talks**

The Anti-Racism & Cultural Diversity Office drop-in program returned for the 2014 / 2015 academic year, with discussions expanding beyond the University of Toronto St. George campus to both the University of Toronto Scarborough and University of Toronto Mississauga campuses. UNFILTERED is a space for students, facilitated by students, to openly discuss race, culture, creed and their intersections.

- **Faith & Race Dialogues**

Working in partnership with administrative offices and student groups on all three campuses, and the pivotal role of the ARCDO work study students, the Race & Faith Dialogues were launched in the winter of 2013. Under the theme of “Living Race, Living Faith”, the Dialogues provide a space for students to engage with the important topic of how race and faith manifest in their lives inside and outside of the classroom.

- **Queer Students of Colour**

The Sexual & Gender Diversity Office (SGDO) and Anti-Racism & Cultural Diversity Office (ARCDO) continued to co-host the monthly discussion circle in the second semester of the 2013 / 2014 academic year. Led by students, the discussion group focused on queer students of colour finding community, and served as a means to engage in discussions about their lives that challenge racism, homophobia and transphobia.

- **Outside the Box: Lunch and Conversation Series at UTSC**

Outside the Box is a new lunch and conversation series offered every other week at the University of Toronto Scarborough (UTSC). Each lunch is co-hosted by the Sexual

& Gender Diversity Office (SGDO) in partnership with a different UTSC group, and features a guest speaker from the Scarborough community.

- **Launch of the Cultural Club Network**

In 2014, the Anti-Racism & Cultural Diversity Office (ARCDO) launched the Culture Club Network, with support from Student Life. The Cultural Club Network was created to provide student leaders from cultural clubs with the opportunity to connect with a broad diversity of other cultural clubs within the University while learning from and with one another, networking, collaborating and engaging in facilitated skills development.

- **Talking To Your Child About Sexual Orientation**

The Family Care Office and the Sexual and Gender Diversity Office hosted this workshop about the many ways we talk about sexual orientation with our kids, and how you can create a more inclusive and hopefully welcoming environment for your child to learn both personally and about the diversity of lived experience in their communities and their city.

- **Queer and Trans Family Planning**

The Family Care Office and Equity & Diversity Office at the University of Toronto Mississauga co-hosted this session about some of the practical, emotional, social and legal issues involved with becoming an LGBTQ parent. Topics that could be discussed included family planning, fertility, home and clinic insemination, sperm banks, adoption, co-parenting, single parenting, non-biological and social (non-biological) parenting, surrogacy, family configurations and family recognition.

- **Assisting Families with Special Needs**

In partnership with Accessibility Services, the Family Care Office offered the following sessions to assist families who have children with a learning disability or an Autism Spectrum Disorder:

- A workshop titled: **'Parenting a Child with a Learning Disability - What's Available and What's Possible'**
 - A panel discussion intended for University of Toronto students, staff, and faculty children with a learning disability or an Autism Spectrum Disorder. These children and their U of T parents were able to meet with current U of T students who are registered with Accessibility Services.
 - The office also offered a workshop titled **'Navigating Special Education in the Public School System'**, and coordinated a discussion group for parents with
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children with a learning disability.

- **Talk, Dance and Engage: Making Friends in Nunavut (March 2014)**

The Family Care Office organized a unique Family Event during the March Break for the U of T community and their children. The Family Care Office broadcasted a live video chat with an Inuit school in Nunavut. Participants had the opportunity to interact directly with children from Netsilik School (Taloyoak) and learn about Canada's diverse First Nations cultures. This was followed by a friendship dance and sharing circle.

- **LGBTQ Day of Movement (January 24, 2014)**

The Sexual & Gender Diversity Office (SGDO) partnered with the U of T Athletic Centre, Equity Movement, CHI (U of T Campus Health Initiative) and Move U to create a day of activities and programming for LGBTQ students and friends. This program addressed the ongoing stigma that many LGBTQ people experience in athletics spaces by engaging LGBTQ students in the planning, programming and implementation.

- **Lead with Pride (January 31 - February 1, 2014)**

5th Lead with Pride Conference, the annual two-day LGBTQ student leadership conference co-hosted by the SGDO, VicPride! (the LGBTQ student organization at Victoria University) and a student committee.

Programming included workshops and sessions which explored leadership, anti-oppression work, broadening understandings of LGBTQ communities, Two-Spirit traditions, health and peer support and others.

- **Pride Week Events**

- **U of T Pride Pub (June 20, 2014)**

The Sexual & Gender Diversity Office hosted U of T Pride Pub 2014 with 1000+ in attendance in the beautiful outdoor Hart House Quad as a kick-off for WorldPride.

- **World Pride Human Rights Conference (June 25-27, 2014)**

Sexual & Gender Diversity Office staff were active members of WorldPride Human Rights Conference Organizing Committee. The conference attracted over 400 activists, artists, educators, journalists, policymakers, students and others engaged in LGBTQI activism from over 50 countries.

- **Toronto Pride and Remembrance Run (June 29, 2013)**

The Sexual & Gender Diversity Office led the U of T Pride Team Pride and Remembrance Run, and raised \$4,171.89, landing U of T in 5th place for the

Top Fundraising team in the event

- **Toronto WorldPride Trans March (June 27, 2014)**

U of T students and staff participated in the WorldPride Trans March

- **Toronto WorldPride Dyke March (June 28, 2014)**

U of T students and staff participated in the WorldPride Dyke March

- **Toronto Pride Parade (June 29, 2014)**

SGDO collaborated with students, faculty and staff to represent the University of Toronto in Toronto's Pride Parade, including a contingent from QUTE (Queer U of T Employees)

- **Queer Orientation (September 19-29, 2014)**

SGDO facilitated Queer Orientation, a tri-campus series of events that provides opportunities for new and returning students to make connections and engage in activities and discussions related to LGBTQ communities.

Worked closely with a student committee and with **30 participating campus groups, organizations and departments** to host **37 events**.

- **Feminist Lunch Hour' (Fall 2014)**

The Equity & Diversity Office at University of Toronto Mississauga partnered with Women & Gender Studies to start 'Feminist Lunch Hour' in Fall 2014. These lunches will continue into 2015. Three lunches hosted:

- Early October: Dr. Nicole Laliberte and Dr. Joan Simalchik – Feminist Strategies of Non-Violence
- October: Dr. Anna Korteweg – The Headscarf Debates: Conflicts of National Belonging
- November: Dr. Elspeth Brown -- Queering the Archives: Trans* Oral Histories

- **Interfaith Dialogue Dinner**

The 2nd annual Interfaith Dialogue Dinner launched the University of Toronto Mississauga campus' interfaith programs for the year, and brought together student leaders of various religious, spiritual or humanistic beliefs based groups on campus to build relationships and strengthen the fabric of the campus through the cooperative, constructive and positive exchange of ideas. Hosted by Vice-President & Principal, Deep Saini, in partnership with the Equity & Diversity Office and Indigenous Centre,

Student Life Office.

- **Religious Diversity Youth Leadership program (January & September 2014)**

Partnering with the University of Toronto St. George Multi-Faith Centre and Student Life, the Equity & Diversity Office at the University of Toronto Mississauga hosted the Religious Diversity Youth Leadership program in January and September 2014. This program provides young adults the opportunity to participate in civic engagement, interfaith dialogue, and community service.

- **Real Talk: In Colour**

The Real Talk: In Colour panel, hosted by the Equity & Diversity Office at University of Toronto Mississauga (UTM), included an afternoon of discussion and poetry about achievements by, and barriers facing, women of colour. Speakers included Rabia Khedr, Rima Berns-McGown, and Rose Streete. The afternoon also included the official UTM screening of the Anti-Racism & Cultural Diversity Office's panel, "Other[ed]: What is decolonizing education in the post-secondary setting?" The afternoon was coordinated with the Muslim Students Association, the UTM Women's Centre, and the Anti-Racism & Cultural Diversity Office.

ISSUE RESOLUTION

The **Sexual Harassment Office (SHO)** handled 16 formal complaints and provided advice and information in 75 informal complaints under the Sexual Harassment Policy. Two of the formal complaints were withdrawn; two were suspended during other proceedings; twelve were resolved in mediation. The Sexual Harassment Office provided information and referrals in 57 cases where the matter raised did not fall within the jurisdiction of the Sexual Harassment Policy.

COMMUNITY ENGAGEMENT

In 2014, many outreach events, workshops and conferences were organized by the Equity Offices and partners to educate and engage University of Toronto faculty, staff and students about equity and diversity issues.

Below, we have featured three significant events that occurred in 2014. These events are just a small sample of the engaging and innovative programming organized by all of the Equity Offices.

MLK Was Here: Readings and Reflections of Martin Luther King Jr's 1967 CBC

Massey Lectures “Conscience for Change”

In celebration of Black History Month, the **Anti-Racism & Cultural Diversity Office, Hart House, the Multi-Faith Centre for Spiritual Study & Practice, and Massey College**, in partnership with CBC Radio, presented MLK Was Here, reflecting and exploring the words and life of one of North America’s most preeminent speakers, thinkers, activists, and social leaders of the 20th century.

The evening featured opening remarks from President Meric Gertler, Professor Angela Hildyard, Vice-President, Human Resources & Equity, and Professor Bruce Kidd, Warden of Hart House.

2014 Washroom Inclusivity Project

The ‘Washroom Inclusivity Project’ is a unique collaboration of students and staff across equity offices and campus services with the goal of providing clear and updated information for the online campus map about the range of U of T’s current washroom facilities and to foster a safer and more inclusive campus community.

This project is a partnership between the Sexual & Gender Diversity Office, Multi-Faith Centre, Accessibility Services, Family Care Office and AODA Office in collaboration with Facilities & Services and Property Management.

The project addresses four specific areas of interest:

- Physical accessibility;
- Single-user washrooms for broader gender inclusivity;
- Baby-changing stations; and
- Footbaths for students who wash before prayer.

In partnership with the Equity & Diversity Offices on the University of Toronto Scarborough and University of Toronto Mississauga campuses, this project expanded to all three campuses at the end of 2014 and will continue into 2015.

Global LGBTQ Human Rights: In Conversation

Sexual & Gender Diversity Office (SGDO) staff members were actively involved in the WorldPride Human Rights Conference Organizing Committee. The WorldPride Human Rights Conference attracted over 400 activists, artists, educators, journalists, policymakers, students and others engaged in LGBTQ activism from over 50 countries, and was held at U of T from June 25 - 27, 2014 as part of WorldPride in Toronto.

The ‘Global LGBTQ Human Rights: In Conversation’ event was a very special launch event in recognition of the WorldPride Human Rights Conference 2014. Human Rights for LGBTQ people have garnered international attention and are now part of regular conversations on our

campus, in our classrooms and in our communities. This event helped attendees to better understand these conversations and learn about how we can be allies for change.

The event was held immediately before the University of Toronto's annual 'Pride Pub', and the week before the WorldPride Human Rights Conference to highlight the programming and to bring these critical the conversations to the U of T community.

ABOUT THIS REPORT

For more information about this report, please contact hrandequity@utoronto.ca.

For copies of previous reports, please visit www.hrandequity.utoronto.ca in 'Annual Reports and Publications'.

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