



“ There isn’t a better workplace than a workplace that accepts the differences that exist between us.”

U of T Employee

## Promoting a community that is diverse and inclusive

“I have never worked at an institution that is so gay-positive. Not just ‘tolerating’ the LGBTQ community, but welcoming sexual minorities of all kinds.”

U of T employee

Providing the resources, training, advocacy and support to ensure that all U of T community members can flourish in their roles is an essential part of the desire to provide a world-class learning, research and working environment.

Across all three campuses, Equity Offices and partners play a pivotal role in supporting the University’s goal to “eliminate, reduce, or mitigate the adverse effects of any barriers to full participation in University life [and create] the conditions for our diverse staff and student body to maximize their creativity and their contributions.” (Statement of Equity, Diversity, and Excellence, 2006)

In addressing specific equity concerns, and by working collaboratively with university divisions, departments,

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“The function of the office is to address people’s concerns, and to resolve them.”

Paddy Stamp, Sexual Harassment Officer

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students and community partners, these offices help students, staff and faculty engage meaningfully with issues of diversity, equity, accessibility and identity.

The Equity Offices are the first point of contact for those with concerns or challenges related to their experiences at the University. They are responsible for responding to complaints and questions of policy and provide the training and information resources needed to ensure everyone understands their rights and responsibilities with regards to equity at U of T. The Offices also play an important communication role, raising awareness about equity issues within U of T and in the larger societal context.

In addition to continued work in these areas, the Equity Offices constantly strive to provide new and innovative ways of responding to changing community needs. Here are a few initiatives undertaken by the Equity Offices and partners in 2011.

### Engaging with Equity

Creating opportunities for people to learn and interact with others around issues of diversity and equity has been a key focus over the past year. To that end, 2011 saw the creation of some new roles, programs and spaces designed to encourage our community to engage with equity issues and to help them better understand their own roles and responsibilities.

At the University of Toronto Mississauga (UTM), a new **Elder in Residence** program was established. Elder **Mark (Cat) Criger** is responsible for holding traditional teaching circles, working with students and providing Aboriginal awareness opportunities on campus. On St. George Campus, **Suzanne L. Stewart** was appointed as **OISE’s Special Advisor to the Dean on Aboriginal Education**; **Rinaldo Walcott**, associate professor and Chair of the department of Sociology and Equity Studies in Education was appointed as **OISE’s first Special Advisor to the Dean on Equity and Accessibility**; and, **Njoki Wane** assumed the role of **Special Advisor on Status of Women Issues** for a three-year term. As Special Advisor, Njoki Wane focuses

primarily upon research and policy development concerning the intersectionality of gender with race, disability, sexual orientation and aboriginal status as these impact the lived experiences of women faculty, staff and students at the University of Toronto.

New programs and spaces were also introduced this year to provide increased opportunities for people to share information and find training and support. Examples include:

- Accessibility Services St. George created a new **support group for students with ADHD**;
- The Anti-Racism and Cultural Diversity Office initiated a “**What’s Race Got To Do With It?**” discussion group about race, creed and popular culture;
- The Sexual and Gender Diversity Office (SGDO) supported the establishment of a new LGBTQ student group **Woodsworth Inclusive (WINC)** playing a role in establishing the group’s goals and planning an inaugural promotion event;
- The Family Care Office opened a new **Student Parent Lounge** as part of continuing efforts to provide students with family responsibilities with opportunities to feel part of the U of T community; and,
- Accessibility Services, St. George, in partnership with Student Health & Wellness, began work on improving service coordination for students with eating disorders and students at risk.

### AODA

Upon review of the Information and Communications Standard of the Accessibility for Ontarians with Disabilities Act (AODA), the University noted a need for an electronic repository for resource sharing in alternative formats. To address this need, a partnership project was formed led by the now-retired chief librarian, representatives from the Ontario Council of University Libraries (OCUL) and the AODA Officer.

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“What better place to work than at U of T, where diversity among staff is represented by the student body? Both represent the richness of multiculturalism that Toronto, a world-class city, has to offer.”

U of T Employee

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“Part of being an employer of choice is creating work-life balance opportunities for our employees.”

Rosie Parnass, Quality of Work-Life Advisor

The AODA office also partnered with the Council of Ontario Universities ([www.cou.on.ca](http://www.cou.on.ca)) and the Ministry of Community and Social Services ([www.mcscs.gov.on.ca](http://www.mcscs.gov.on.ca)) to design an online tool kit for university administrators responsible for implementation of the AODA. This tool kit has been used across all Ontario universities with the goal of sharing best practice, utilizing expertise and resources across the sector, and maximizing

the efforts of those responsible for individual institutional compliance of the AODA.

### Training Initiatives

The Sexual & Gender Diversity Office (SGDO) and the Positive Space Committee hosted a workshop series entitled “**Introduction to LGBTQ Issues**” and also worked with LGBTQOUT, Vic Pride, SCOUT, and OUT@UTM to organize, “**Lead with Pride: A Symposium for LGBTQ Student Leaders.**”

Training on harassment, discrimination and violence in the workplace for managers, academic administrators and employee groups, was designed and delivered by a joint team which included the Sexual Harassment Office, Labour Relations, the Organizational Development and Learning Centre (ODLC), and the Community Safety Office (CSO).

A new “**Guide to Conflict, Culture and Inclusion**” curriculum was offered through several tri-campus workshops for staff, including managers and supervisors through ODLC and the Anti-Racism and Cultural Diversity Office. A version of this training was then provided for students, faculty and teaching assistants.

### Accessibility Resources

The Centre for Teaching and Learning and AccessAbility Services at the University of Toronto Scarborough collaborated on a student survey, the results of which were compiled and published in **Open Words: Access and English Studies Journal** ([www.pearsoncomppro.com/open\\_words\\_journal/index.php](http://www.pearsoncomppro.com/open_words_journal/index.php))

At U of T Mississauga, the AccessAbility Resource



Rinaldo Walcott, Special Advisor to the Dean on Equity and Accessibility



Njoki Wane, Special Advisor on Status of Women Issues

Centre worked with the Health and Counselling Centre to provide resources to faculty and academic departments to support students with mental health disabilities and Asperger's Syndrome.

### Issue Resolution

Ensuring that people's concerns are heard and necessary actions taken, is a pivotal role for the Equity Offices.

For example, in 2011 the Sexual Harassment Office handled 24 formal complaints and provided advice and information for 88 informal complaints under the Sexual Harassment Policy. Five of the formal complaints were withdrawn; the rest were resolved in mediation. The Office provided information and referrals in 71 cases where the matter raised did not fall within the jurisdiction of the Sexual Harassment Policy. Complaint statistics can be found at [www.utoronto.ca/sho/reports.html](http://www.utoronto.ca/sho/reports.html).

### Policy Education

The University of Toronto and the Council of Ontario Universities successfully completed the first of two EnAbling Change Partnership Programs. This project created an online toolkit for administrators at Ontario universities to aid in implementation of the AODA with suggested approaches and best practice tools.

Subsequently, a second partnership program was initiated with York University and the University of Guelph to create tools and resources for faculty members regarding the AODA. The Vice-President, Human Resources & Equity sits as Chair on the project advisory group for this initiative.

### Where the World Comes to Work: Equity & Diversity in Recruiting

A focus of Human Resources & Equity this year was on hiring practices and accessibility in hiring. Work with the Human Resource generalists focused on language to use when inviting a candidate to interview and on making arrangements for accommodations, with the end goal of building a more accessible experience for all candidates.

The University of Toronto partnered with NEADS (National Educational Association of Disabled Students) to attend its job fair providing the opportunity for the university to engage candidates looking for career opportunities at large organizations. Also in 2011, the Employment Equity Officer teamed up with the Director of First Nations House to deliver a session at CANNEXUS in Ottawa to career counsellors regarding recruitment and retention efforts at U of T for aboriginal staff and students.

The Office of the Vice-Provost, Faculty & Academic Life, undertook several recruiting initiatives such as:

- The creation of a new faculty recruitment brochure for prospective faculty which highlights the programs and benefits available to faculty, with an emphasis on U of T family-friendly policies and programs.
- Extending the range of workshops for new faculty and their partners to include a session on cultural fluency and transitioning to life in Canada.



Suzanne L. Stewart, Special Advisor to the Dean on Aboriginal Education



Sandra Carnegie-Douglas, Anti-Racism and Cultural Diversity Officer

## Community Relations and Outreach

In 2011, Human Resources & Equity contributed to a variety of initiatives which assisted those outside the U of T community. Among them:

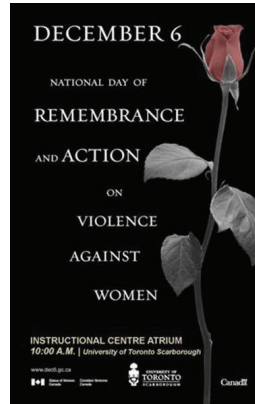
### U of T's United Way Campaign

Despite the poor economic climate, the U of T community across all campuses rallied together to raise \$853,066 for those in need.

Led by for the first time by the Human Resources & Equity division, the committee made great strides in reducing administration costs by almost 100%. In addition to having a volunteer team exclusively manage U of T's campaign, the introduction of a new online donation system dramatically reduced the use of paper and costs (such as the postage), incurred in previous years.

### CIBC Run for the Cure

On Sunday, October 2nd, the Human Resources & Equity team ('The HR Olympians') took to the streets on the drizzly, cold day and in doing so raised awareness and more than \$7,716 in donations. As a result, the team helped U of T win the Run's Post-Secondary Challenge for the second year in a row.



## The National Day of Remembrance and Action on Violence Against Women

Various partners teamed up to commemorate the day with several events including a ceremony at UTSC's Instructional Centre Atrium.

## The National Day of Remembrance and Action on Violence Against Women

Colleagues from Health & Well-being Programs & Services, the Anti-Racism and Cultural Diversity Office, the Status of Women of Office, the Sexual Harassment Office and the Community Safety Office, among others, teamed up with various partners to commemorate The National Day of Remembrance and Action on Violence Against Women with several events including a 'Working for Change' lunch at St. George campus.



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## ASKme Program

Orientation is an exciting time for new and returning students. It's also a chance for the University community to celebrate students' arrival to the campus and to show pride in U of T. In this spirit, Human Resources & Equity was pleased to support an important part of the September start-up period: the Office of Student Life's 2011 ASKme Program.

This year, hundreds of staff and faculty joined student ambassadors in seeking to make a positive impact on newcomers' transition into university life. From September 6 to 16, volunteers from all corners of the St. George campus wore an ASKme badge or button, signifying that they were approachable and willing to help. Whether they answered one question, or 100 questions, 'ASKme Ambassadors' helped to provide a warm and friendly welcome to many new (and returning) students.



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## LEARN MORE

You can find out more about the Equity Offices and the services and resources they provide by visiting the Diversity & Equity section of the Human Resources & Equity website at [www.hrandequity.utoronto.ca](http://www.hrandequity.utoronto.ca).

## OUR VALUES

Learn more about U of T's commitment to equity by reviewing our policies and guidelines related to equity website at [www.hrandequity.utoronto.ca/about-hr-equity/policies-guidelines-agreements.htm](http://www.hrandequity.utoronto.ca/about-hr-equity/policies-guidelines-agreements.htm).