



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

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PRESENTER: As noted above.
CONTACT INFO:

DATE: May 11, 2015 for May 25, 2016

AGENDA ITEM: 8

ITEM IDENTIFICATION:

2015 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 25, 2016) [For Information]**

PREVIOUS ACTION TAKEN:

The 2014 Annual Report of Equity, Diversity and Excellence was presented to the Board for information on May 26, 2015.

HIGHLIGHTS:

The “*2015 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, 2015. 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 involvement of the Sexual & Gender Diversity Office (SGDO) and UTM and UTSC Equity & Diversity Offices on the organizing committee for the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) 2015 National Conference, hosted in Toronto. The theme for 2015 was ‘*Human Rights & Equity: Who’s In? Who’s Out?*’ and the University of Toronto was a conference sponsor.
- The ARCDO, Hart House, Faculty of Kinesiology & Physical Education and the Multi-Faith Centre co-hosted the visit of Dr. John Carlos, athlete activist and social justice innovator to U of T. In a scheduled talk and screening of the film, ‘Salute, The Story Behind the Image’, Dr. Carlos recounted his journey to the Black power salute at the 1968 Olympics and beyond. The ARCDO also partnered with the Hart House Social Justice Committee (a student-led group) to co-host a student luncheon / conversation with Dr. Carlos. The turnout at both events was at capacity; and
- the Sexual & Gender Diversity Office (SGDO) presented a special pre-event for the Pan Am/Parapan Am Games , ‘Transforming Sport: LGBTQ Athletes in Conversation’, which featured LGBTQ athletes, Kye Allums and Rosie Cossar.

We wish to emphasize that while this report highlights the equity-related activities in 2015, 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 5 of the Report.

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:

2015 Annual Report of Equity, Diversity and Excellence

Human Resources & Equity 2015 Annual Report



REVISED



Equity & Diversity

Elevating and cementing University of Toronto's role as a leader in equity.

Featured Initiatives

- Equity Recognition at U of T
- Communications
- Education & Training Initiatives
- Issue Resolution
- Community Engagement

Contributing to U of T's commitment to excellence and inclusion requires continued engagement from all members of our teaching, learning, and working communities. To facilitate the evolution of this community, Equity Offices and those with equity responsibilities, provide resources, training, advocacy, and support across all three campuses.

The Equity Offices have important roles to play in highlighting diversity and equity issues, both internal and external to the University. They work to ensure that the University of Toronto is an inclusive, equitable and safe space for all members of the community. In particular, they are responsible for:

- Addressing policy and resource questions;
- Providing training and resources to the U of T community; and,
- Reporting and responding to complaints.

In 2015, the University's Equity Offices and partners continued to expand their range of projects and programs that support and educate university members. The following highlights a small sampling of the initiatives undertaken in 2015.

For more information about equity initiatives and programming at U of T, visit www.equity.utoronto.ca.

Equity Recognition at U of T

We are proud that the University of Toronto was named one of Canada's Best Diversity Employers for 2015, based on our 2014 application. This award recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs.

The University of Toronto was also again recognized as one of *Canada's Top Family-Friendly Employers for 2015* as well as one of *Canada's Top Employers for Canadians Over 40 for 2015*.

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 2015, and one of Greater Toronto's Top Employers for 2015.

Annual U of T IDERD Campaign & Recognition Award

To mark the 2015 International Day for the Elimination of Racial Discrimination (IDERD), the ARCEO launched the fourth annual campaign with the theme of *'Learning from Historical Tragedies to Combat Racial Discrimination Today'*. The 2015 U of T IDERD Campaign & Award Recognition maintained the following objectives:

- To increase awareness about IDERD and its importance to the University community;
- To recognize the range of teaching, scholarship and other initiatives that U of T employees or students have applied towards the elimination of racial discrimination and the advancement of anti-racism;
- To provide an opportunity to collectively share and recognize promising practices in the ongoing challenge to eliminate racism in all its forms as part of the Campaign;

Four IDERD Awards were presented to the following student and staff for their work in advancing antiracism:

- Liza Arnason, Director, Department of Student Life, University of Toronto Scarborough (UTSC)
- La Toya Dennie, Outreach Coordinator, Office of Health Professions, Student Affairs, Faculty of Medicine
- Susan Lee, Assistant Manager, Co-Curricular Diversity & Equity, Faculty of Kinesiology & Physical Education

- Kathy Vi Mac, Student, MA Candidate – Social Justice Education, Ontario Institute for Studies in Education (OISE), and Student-Staff, Sexual & Gender Diversity Office.

Communications

To further promote and educate employees and students about Equity at the University, in 2015 the HR & Equity Division in partnership with the Equity Offices engaged in a variety of communication initiatives including:

- The launch of a series of award-winning equity materials, which include three Bookmarks and an informational brochure. The first two bookmarks introduced in 2015 were *'Inclusivity'*, a braille design released at the Accessibil-UT event; and *'Intersectionality'*, a colouring tool to provide a creative outlet for exploring Equity. The third and final bookmark will be released in 2016.
- The **Anti-Racism & Cultural Diversity Office (ARCDO)** produced a short video, *'I Am U of T'* that spotlights the voices of racialized minority students at U of T and the ways in which they find community on campus. Produced by the student staff working in the ARCDO, the 'I Am U of T' video was inspired by the 'I Too am Harvard' Campaign. The ten minute video, featuring seven students representing all three campuses of the University can be viewed on the ARCDO's website.
- To complement the new materials, the [Equity @ U of T page](#) was re-designed to enhance the experience of those who want to learn more about Equity resources, policies and initiatives at the University.
- The website supporting **Accessibility for Ontarians with Disabilities Act (AODA) Office** was re-organized to provide a clearer path for accessing available materials and new resources on accessible web design were added.
- New promotional materials were created by the **Sexual Harassment Office (SHO)** and **Sexual & Gender Diversity Office (SGDO)** in collaboration with **Community Safety Office (CSO)**.

Education & Training Initiatives

- The **Anti-Racism & Cultural Diversity Office (ARCDO)** and **High Risk and AODA Office** co-facilitated *'Diversity & Equity in Practice'* workshops, delivered through the **Organizational Development Learning Centre (ODLC)**, for Professional & Managerial Staff group from across the University community.
- A session entitled *'Let's Talk About Gender: A Discussion Panel on Gender Independent Children'* was jointly offered by the **Sexual & Gender Diversity Office (SGDO)** and the **Family Care Office**. Participants had the opportunity to hear first-hand how parents are supporting their own gender non-conforming children; learned about available resources on campus and in the community; and gain tools for how to work with their children's schools.

- At the *'New Faculty Day'* the **UTM Equity & Diversity Office** provided an overview of equity-related services and programs available at U of T as well as assistance available when students request academic accommodations due to disabilities and / or religious observances.
- The **Sexual Harassment Office (SHO)** provided training, on a regular basis, to new academic administrators, residence dons, managers and supervisors, Teaching Assistants, orientation leaders, and on request to departments and units. Also worked with the **Community Safety Office**, the **UTM Equity and Diversity Officer** and student groups to develop and deliver a workshop series for students on sexual harassment and sexual assault.
- A discussion for staff and students entitled *'What Makes a Man'* was hosted by the **UTM** and **UTSC Equity & Diversity Offices**. The session aimed to address issues of violence against women and gender stereotypes that negatively affect both women and men.
- The **UTSC Equity & Diversity Office** expanded its *'Women's Writing Circle'* for students that identify as women to faculty and staff on campus. This initiative seeks to assist those that are struggling with varied issues to use expressive writing to explore and work through these issues. This initiative is in partnership with the **Writing Centre**, **Women & Gender Studies**, the **Community Safety Office** and **Campus Police**.
- The **ARCDO**, **Hart House**, **Faculty of Kinesiology & Physical Education** and the **Multi-Faith Centre** co-hosted the visit of Dr. John Carlos, athlete activist and social justice innovator to U of T. In a scheduled talk and screening of the film, *'Salute, The Story Behind the Image'*, Dr. Carlos recounted his journey to the Black power salute at the 1968 Olympics and beyond. The ARCDO also partnered with the **Hart House Social Justice Committee** (a student-led group) to co-host a student luncheon / conversation with Dr. Carlos. The turnout at both events was at capacity.

Issue Resolution

The **Sexual Harassment Office (SHO)** handled 22 formal complaints and provided advice and information in 80 informal complaints under the **Sexual Harassment Policy**. Twelve of the formal complaints were resolved in mediation; three were dismissed as unsubstantiated, and three were dismissed as outside the scope of the Policy. Three were re-routed through other proceedings and one is in progress. The Office provided information and referrals in 60 cases where the matter raised did not fall within the jurisdiction of the Sexual Harassment Policy. Complaint statistics can be found [here](#).

Community Engagement

In 2015, the Equity Offices at the University of Toronto organized and participated in a range of activities to engage and educate University of Toronto faculty and staff.

Below, we have highlighted four significant events that demonstrate the work of the Equity Offices and partners who strive to make all three campuses more inclusive and equitable.

CAPDHHE 2015 National Conference

Members of the **Sexual & Gender Diversity Office (SGDO)** and **UTM and UTSC Equity & Diversity Offices** were members of the organizing committee for the **Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE)** 2015 National Conference, hosted in Toronto. The theme for 2015 was *'Human Rights & Equity: Who's In? Who's Out?'* and the University of Toronto was a conference sponsor.

This conference is an important professional development and networking opportunity for practitioners in human rights and equity work in higher education across Canada. The **UTSC Equity & Diversity Office** also delivered a seminal session on Navigating Difficult Discussions.

Display Your Pride!

The University's three **Positive Space Committees** (St. George, UTM & UTSC) hosted the first *Display Your Pride Contest* across all three campuses. Faculty, staff and students were invited to show their creative flair by decorating their offices and spaces in support of Pride. The event was a huge success and had offices and departments, including the Office of the Vice-President, Human Resources & Equity, competing for the most colourful and creative interpretations of the contest. All photos were tweeted on Twitter at #DisplayYourPride.

This event grew out of an initiative that began at Ryerson and U of T joined in to build awareness and help create more inclusive LGBTQ communities across the three campuses.

Washroom Inclusivity Project

The *'Washroom Inclusivity Project'* is an ongoing collaboration, between University of Toronto staff, Equity Offices and students, which aims to provide clear and updated information about the current washroom facilities. In 2015, the project expanded successfully to the **University of Toronto Scarborough** and **Mississauga** campuses.

This project has been the result of a strong partnership among a number of Offices including the: **Sexual & Gender Diversity Office, Multi-Faith Centre, Accessibility Services, Family Care Office, UTM and UTSC Equity & Diversity Offices**, and **AODA Office**; and in collaboration with **Facilities & Services** and **Property Management**.

The *‘Washroom Inclusivity Project’* has four main areas of interest:

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

Pan Am / Parapan Am Games

In July and August, the University of Toronto successfully welcomed the world and hosted a number of Pan Am and Parapan Am events at the St. George and Scarborough campuses. The Games lead to a number of impressive infrastructure additions, including the **Pan Am Sports Centre** at UTSC, which will continue to invite community members to experience sport.

In recognition of Canada’s declaration that 2015 is the *‘Year of Sport’*, the **Sexual & Gender Diversity Office (SGDO)** presented a special pre-event, *‘Transforming Sport: LGBTQ Athletes in Conversation’*, which featured LGBTQ athletes, Kye Allums and Rosie Cossar. The event was sponsored by the **Faculty of Kinesiology & Physical Education, Move with Pride, OutSport Toronto, Ignite and Hart House, Mark S. Bonham Centre for Sexual Diversity Studies, Office of the Vice President & Principal UTSC, St. George Positive Space, UTM Positive Space, University College, Equity Studies, Factor-Inwentash Faculty of Social Work** and the **UTSC Equity & Diversity Office**.

At UTSC, the **UTSC Equity & Diversity Office**, in partnership with the **Positive Space Committee**, created PRIDE HOUSE UTSC for the Pan Am / Parapan Games, to unite athletes and allies in a positive space during the games.

About This Report

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

For copies of previous reports, please visit <http://www.hrendequity.utoronto.ca>.

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