



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

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PRESENTER: As noted above.
CONTACT INFO:

DATE: May 15 for June 1, 2017

AGENDA ITEM: 1

ITEM IDENTIFICATION:

2016 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.

GOVERNANCE PATH:

- 1. University Affairs Board (June 1, 2017) [For Information]**

PREVIOUS ACTION TAKEN:

The *2015 Annual Report of Equity, Diversity and Excellence* was presented to the Board for information on May 25, 2016.

HIGHLIGHTS:

The “*2016 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, 2016. 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:

- New policy on sexual violence and sexual harassment
- Creation of Sexual Violence Prevention & Support Centre
- Gaining better insights about our faculty and staff
- Employment Equity Survey Re-launch
- Recruitment
- Creation of employee affinity groups
- New Equity Positions
- Accessible Communications
- Equity Awareness & Education
- Community partnerships to support diversity

We wish to emphasize that while this report highlights the equity-related activities in 2016, 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).

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:

2016 Annual Report of Equity, Diversity and Excellence

Human Resources & Equity
2016 Annual Report of Equity, Diversity and Excellence



UNIVERSITY OF
TORONTO

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A Message from the Vice-President, HR & Equity

I am pleased to present **The 2016 Equity & Diversity Annual Report** for the University of Toronto's Division of Human Resources & Equity, my first report since starting this role in October 2016.

In my tenure as Vice-President, I am committed to developing partnerships that will improve service delivery to divisions and campuses, foster equity and diversity across the University, cultivate new opportunities for staff leadership development and nurture work-life balances.

In 2016 the portfolio initiated several significant equity initiatives. Among these initiatives: enhancements to the University's Employment Equity survey; the adoption of anonymous recruitment protocols and delivery of anti-bias training. In partnership with the Provost, we worked on the development of a new policy on sexual violence and sexual harassment, the hiring and appointment of new staff in sexual violence, high risk and community safety, and the opening of tri-campus sexual violence centres.



Kelly Hannah-Moffat,
Vice-President,
Human Resources & Equity

It has also been a year of accomplishments with U of T named as one of *Canada's Top 100 Employers*, one of *Canada's Best Diversity Employers*, one of *Canada's Top Family-Friendly Employers* and one of *Canada's Top Employers for Canadians Over 40*.

I would like to express my thanks and gratitude to Professor Angela Hildyard for her guidance in my transition to the role, her ongoing work on pensions and her 15 years of leadership in the Division. I am impressed with the knowledge, commitment and passion of the Human Resources & Equity team and look forward to the work ahead.

This report provides a snapshot of our equity-related efforts in 2016. Please read and send along any comments or suggestions to us at vp.hre@utoronto.ca. In addition, should you require an alternate format for accessibility purposes, please let us know.

A handwritten signature in black ink that reads "Kelly Hannah-Moffat".

Kelly Hannah-Moffat
Vice-President, Human Resources & Equity

May 2017



The University of Toronto is situated in one of the most diverse cities in the world and its staff and faculty reflect this diversity.

To support this community, the University's Equity Offices, and those with equity responsibilities, provide resources, training and support across all three campuses. Together we work to ensure that the University of Toronto is an inclusive, equitable and safe space for all members of the community and that its faculty and staff continue to accurately reflect the diversity of Toronto.



Equity-related buttons and materials on display at campus event

This report provides a snapshot of 2016 initiatives. For more information about equity initiatives and programming at U of T, visit www.hrandequity.utoronto.ca, follow us on Twitter or on LinkedIn.

New policy on sexual violence and sexual harassment

In December 2016, U of T's Governing Council approved a new policy on sexual violence and sexual harassment that establishes a consistent system for responding to incidents and getting support. The new policy came into effect on January 1, 2017. The policy applies to all members of the U of T community and provides the same services to everyone – students, faculty and staff. All incidents between members of the community, whether they take place on or off campus or online, are covered by the new policy.

The policy is part of U of T's action plan to prevent and respond to sexual violence. As part of that plan, two expert panels are actively working on education and prevention activities and a campus climate survey.

Creation of Sexual Violence Prevention & Support Centre

Central to the new policy is the creation of a Sexual Violence Prevention & Support Centre, which now has a **presence on all three campuses**. The Centre's mandate is to assist in the triage of disclosures and / or reports and coordinate supports for students, faculty or staff impacted by sexual violence. The Centre will manage the process for reporting sexual violence and sexual harassment and will offer support for those who disclose an incident, whether or not they choose to report an incident and is the first point of contact for those who want accommodations.

In addition, the Centre will collaborate with key stakeholders in developing and enhancing campus programs, policies, and procedures regarding response to sexual violence and allegations of sexual harassment consistent with the University's new *Policy on Sexual Violence and Sexual Harassment*.

Establishment of personal safety, high risk and sexual violence prevention and support team



Terry McQuaid - executive director, personal safety, high risk and sexual violence prevention and support

In 2016 Terry McQuaid joined U of T in the newly-created role of executive director, personal safety, high risk and sexual violence prevention and support. **This role oversees sexual violence prevention and response initiatives, and takes the lead on community safety and high-risk matters.** The creation of this position is the latest in a series of actions taken by U of T to address sexual violence.

Reporting to Terry McQuaid is Laura Bradbury as the new director of the Office of Safety & High Risk under a one-year secondment, and [Angela Treglia as the new Director, Sexual Violence Prevention & Support Centre](#).

Recognition for equity at U of T

We are proud that the University of Toronto was named one of Canada's Best Diversity Employers for 2016. 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 2016 as well as one of *Canada's Top Employers for Canadians Over 40* for 2016.

U of T was also named as one of Canada's Top 100 Employers for 2016, and one of Greater Toronto's Top Employers for 2016. More information about these awards is available on the [Awards & Recognition section of the Human Resources & Equity website](#).

Annual U of T IDERD Campaign & Recognition Award

To mark the 2016 **International Day for the Elimination of Racial Discrimination (IDERD)**, the **Anti-Racism & Cultural Diversity Office (ARCDO)** partnered with First Nations House (FNH) and the Rotman School of Management, to host the fifth annual campaign.

Drawing on of the then recently-released report of the Truth & Reconciliation Commission, the 2016 Campaign was themed 'History, Legacy, and Reconciliation: Indigenous education and the role of the University of Toronto'. A panel discussion, moderated by Jonathan Hamilton-Diabo, Director, First Nations House addressed the 2016 IDERD theme.

IDERD Awards were presented to five individuals and groups for their inspiring work to advance anti-racism both within the U of T community and broader Canadian society. Information about the IDERD Campaign and past award recipients [is available on the Anti-Racism & Cultural Diversity Office website.](#)

Gaining better insights about our faculty and staff

Employment Equity Survey Re-launch

The University's Employment Equity Survey **is a voluntary, confidential questionnaire open to all employees at U of T.** Conducting the survey allows the University to analyze its workforce composition relative to the Canadian workforce, using the principles outlined in the Federal Contractors Program (FCP). Since its launch in 1986, the survey remained largely unchanged, with the exception of a question regarding "sexual minorities" in 2006. The questions as they existed did not capture sufficient information to allow identification of groups which require additional outreach and engagement; further the terminology used in the survey was also out of date.

Following extensive environmental scans and consultations with equity officers and their respective advisory committees, faculty members with subject matter expertise, legal counsel, and the privacy office, the Employment Equity Survey **questions were revised in 2016 to provide sufficient information for recruitment outreach, with a view to improving representation rates of designated groups amongst faculty and staff.**

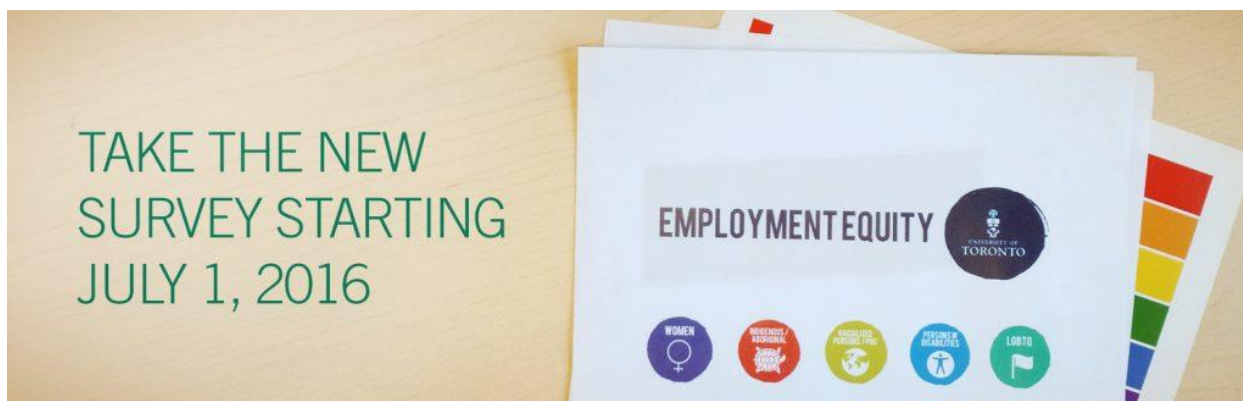
The survey is completed in Employee Self-Service (ESS), and respondents can no longer skip questions. The declaration by respondents has changed from "I am" to "I identify as". The intent of the survey is to permit greater fluidity around changing self-identification. Employees continue to be able to update their survey as changes in self-identity occur. We also updated references as follows:

"Indigenous / Aboriginal people" from "Aboriginal people"

"Racialized Persons / Persons of Colour" from "visible minorities"

"LGBTQ" from "sexual minorities"

The survey allows for clearer delineation between gender, gender identity, and sexual orientation and it expands categories under gender / gender identity (includes trans, two-spirit). Finally, the survey includes additional questions about sexual orientation, visible vs. non-visible (or invisible) disability, racial and ethnic origins.



Poster in support of new Employment Equity Survey

Adding a third gender identifier in the HR Information System

To align with student initiatives currently underway, the Division is working to implement a third-gender identifier in the human resources information system (**i.e. male, female and ‘an other’**). This development responds to the needs of our transgender and gender non-conforming employees and it aligns with similar student initiatives currently underway.

The addition of a third identifier will enable employees to self-identify as male, female, or ‘an other’ and have it recorded in our HRIS system, and requires coordination with benefit and pension providers. Consultations are underway with implementation anticipated for mid-2017.

Recruitment

The Anonymized Recruitment Project

In 2016, the Strategic Recruitment Centre and UTemp teams started to explore what concrete actions the Division of Human Resources & Equity could take to support the diversification of the applicant pool across the University. One of the initiatives born from this work is the **Anonymized Recruitment Project**.

‘Anonymized recruitment’ is the process of conducting recruitment activities (screening) using application materials that have had certain identifying information removed. The goal of anonymized recruitment is to neutralize the reviewer’s source(s) of implicit bias. Sources of bias can include name, address, educational institution, hobbies, gaps in employment, address.

Gender Equity & Pathways to Leadership report

In the fall of 2016 the University released the report, [Gender Equity and Pathways to Leadership: Women in the Tenure Stream at the University of Toronto \(2004-05 and 2014-15\)](#). The report **shows how far the university has come in hiring, retaining and promoting female faculty in the past decade – and identifies areas where women continue to be under-represented.**

“It’s about transparency,” said Sioban Nelson, Vice-Provost of Academic Programs and Faculty & Academic Life.

‘You can see different disciplines which have long struggled to attract women, as well as some divisions that traditionally have more gender disparities in the ranks between men and women. That data is now at the disposal of divisions to use when they’re doing their academic planning. We’re keen to support academic divisions so they can do that analysis, make those priorities, and have the strategies to ensure that they can attract the most diverse pool from which to hire and retain outstanding faculty.’

This is the first in a series of future annual reports that will examine faculty diversity at the University of Toronto. In addition to gender equity, future reports will also include analysis of other diversity characteristics as data from the new U of T Employment Equity Survey become available.

Other initiatives include a **University Fund allocation**, launched in the spring of 2016, which sets aside \$1.5 million to help departments pay for salaries of diverse faculty from under-represented groups who are hired this year, particularly Indigenous faculty, racialized faculty, and women in STEM fields. Twenty positions were filled almost immediately, and another 10 positions were added.

Creation of employee affinity groups

The University strives to actively support all employees. Resource and affinity groups are one channel utilized to foster safe, inclusive spaces. In 2016, the following groups were established at U of T.

Connections & Conversations: An affinity group for racialized staff at U of T



Connections & Conversations Affinity Group members

In May 2016, local chapters of the Connections & Conversations Affinity Group were created on **each of the University's three campuses**. The **Anti-Racism & Cultural Diversity Office is a founding member** and provides facilitative support to the group and its operations. The official launch of Connections & Conversations took place in October at a gathering that was held at OISE with approximately 100 attendees in attendance.

Black Faculty Working Groups

In response to a request made through U of T's forum for faculty leaders, the University struck three new institution-wide faculty working groups, which will examine issues of: **Black Faculty Recruitment and Retention**; **Black Student Recruitment and Success**; and representation in **Curriculum and Academic Programming**.

These three working groups will serve in an advisory capacity to the Vice-President & Provost and Vice-President, Human Resources & Equity, and will conduct with members of the University community on the issues before them.

Each of the groups will present a final report by the end of the 2016-2017 academic year.

Gender Talk

'Gender Talk' is a new monthly conversation café for trans+ members at U of T. All members of U of T who identify as trans, transgender, transsexual, genderqueer, or who are questioning their gender identity are welcomed and come together to talk about the issues they wanted to talk about. This group emerged from student discussions at the 2015 Trans Day of Remembrance gathering.

Training & Development

Mandatory anti-discrimination & anti-bias training for HR professionals

In October 2016 the Division of Human Resources & Equity **provided mandatory anti-discrimination and anti-bias training for all staff in the Division and the HR Divisional Offices**. Motivated by conversations that had taken place over the past year with various groups as well as racialized members of the community, the training was designed to build and reinforce the work already occurring throughout the organization and within Human Resources, recognizing that there is room for improvement to embed common understandings and evidence-based best practice within the Division's work.

Unconscious bias training

Throughout the year a number of our faculties, including the Faculty of Medicine **delivered unconscious bias training**. The Faculty of Medicine also developed resources for members of academic search committees to review at the beginning of hiring processes. These resources were designed to work on the elimination of unconscious bias in recruitment and hiring of full-time faculty members.

The University of Toronto Scarborough's (UTSC) new Vice-Dean, Faculty Affairs & Equity delivered a presentation on unconscious bias and challenges to fair assessment. The [presentation video, slides and resources are available on the UTSC website](#).

Accessibility Training

To increase awareness and understanding of the *Accessibility for Ontarians with Disabilities Act* (AODA), large public sector employers, such as the University of Toronto, are required to provide training to their employees on the AODA, its standards, and the Ontario Human Rights Code as it relates to disability.

While acknowledging the legal requirements, Ben Poynton, U of T's AODA Officer noted that "(L)earning about accessibility as per the AODA standards, although a legislative requirement, will ready University community members to create more accessible and inclusive campuses."

In order to meet this training requirement, the AODA Office developed a new 30-minute online training module in 2016 for roll out in early 2017 to all employee groups. Once an employee has completed their training they will receive a certificate and have the session added to their employee training record.

Women in Science & Engineering Leadership Institute (WISELI) Workshop

The *Women in Science & Engineering Leadership Institute (WISELI)*, at the University of Wisconsin-Madison, was invited to U of T to **offer a workshop on unconscious bias in**

faculty hiring and evaluation. Designed for academic administrators, and provostial, decanal, and School of Graduate Studies assessors, the session drew 90 attendees.

Academic Promotions Information Session for Women

The Faculty of Medicine offered an *Academic Promotions Information Session* for Women in October. This event was run specifically for female academic staff and **discussed the particular challenges and approaches for women seeking promotion.** The session included a panel of guest speakers who have been successfully promoted in previous years and / or have experience on promotions committees.

Civility Guidelines Training, Faculty of Kinesiology & Physical Education

To address findings from the '*Speaking Up Faculty & Staff Experience Survey*', in May 2016, the Faculty of Kinesiology & Physical Education provided faculty-wide training on the University's Civility Guidelines and respect in the workplace.

Ongoing Training & Education Initiatives

- The AODA Office offered a series of 'Lunch & Learn' sessions on topics such as **inclusive hiring practices; web content accessibility; and a workshop on accessible visual aids.**
- The Anti-Racism & Cultural Diversity Office (ARCO), Sexual & Gender Diversity Office (SGDO), the UTM and UTSC Equity Offices, and the AODA Office, co-facilitated **Diversity & Equity in Practice** workshops for the Professional & Managerial Staff group from across the University.
- The Equity & Diversity Office at UTM provided training and development sessions for faculty and staff, including: **Practicing Equity, Diversity, and Inclusion, Gender Identity & Gender Expression, and Understanding All-Gender Washrooms** (for Caretaking staff).
- In 2016-2017 the Equity Office members at the Faculty of Medicine have reached out to various departments and groups within the University and at hospitals to **present the faculty's approach to diversity and equity, and highlight key diversity and equity initiatives.**

As a large faculty with multiple stakeholder groups, the Office believes that it is imperative that the conversation about diversity and equity is spread far and wide via as many means as possible in order to share information and learn about the experiences of learners, faculty and staff.

- Through U of T's institutional membership with the [National Center for Faculty Development and Diversity \(NCFDD\)](#), all faculty, graduate students, and postdoctoral fellows **have free access to professional development, training, and a mentoring community designed to help academics to increase research and writing productivity and improve work-life balance.**

NCFDD membership offers relevant professional development training, intense and reliable support from highly-trained and successful mentors, a confidential “safe space” for problem solving, and a downloadable virtual format so members can learn at their convenience.

New Equity Positions

To foster a culture of inclusion and further integrate equity into the fabric of the institution, a number of new equity-related roles were created to support the delivery of programs and initiatives.

Director, Indigenous Initiatives

In response to the report of the University of Toronto’s *Truth and Reconciliation Commission Steering Committee*, the institution determined that building capacity was an essential precondition for U of T’s collective efforts toward reconciliation.

In 2016 a search commenced for a [new Director, Indigenous Initiatives](#). In spring 2017 it was announced that Jonathan Hamilton-Diabo was the successful candidate. The role reports jointly to the Vice-President and Provost, and the Vice-President, Human Resources & Equity. “I feel honoured to be chosen for this new role and to be creating more opportunities for Indigenous peoples at U of T,” [says Hamilton-Diabo](#), who has been at U of T for 17 years as a student, staff member and educator.

The Director’s mandate is to listen, coordinate, advise, and collaborate with academic and non-academic communities in addressing the Steering Committee’s calls to action. More specifically, **the Director will engage Indigenous people in and outside of the University** in the mission of the University, broadly intersecting with such areas as teaching and learning, student experience, faculty and staff recruitment and engagement, and community-based research. In addition, the Director **will Co-Chair the Council of Aboriginal Initiatives**.



Director, Indigenous Initiatives, Jonathan Hamilton-Diabo, in front of the First Nations House (photo by Lisa Lighbourn)

Office of the Chief Diversity Officer, Faculty of Medicine

In 2016 the Faculty of Medicine established the Office of the Chief Diversity Officer the **first of its kind at any Canadian medical school**.

The Chief Diversity Officer, Dr. Lisa Robinson, and a Diversity Strategist, **act as diversity, equity and inclusion resources and advisors** for medical students, graduate students, residents, faculty, staff and leadership teams at all stages of the medical education continuum as well as within the broader Faculty of Medicine.

The office works with many departments, partners, and allies to **champion diversity in admissions, education, recruitment, retention, and promotion** at the Faculty of Medicine.

Since the establishment of the office, a variety of programs and events have been initiated and completed, including: the implementation of unconscious bias training and resources for academic search committees; initiation of data-collection projects in collaboration with policy and research team at Post-Graduate Medical Education; Academic Promotions Session for Women, and an Indigenous Faculty Brain-Storming Session.

Outreach Librarian for Indigenous and International Students

The University of Toronto has hired a new librarian to work one-on-one with Indigenous students and to help **grow the university's Indigenous collection** as part of U of T's commitment to the federal *Truth and Reconciliation Commission's Calls to Action*.

"With the Truth and Reconciliation Commission's call to action the university signalled that this was a priority and an area of great significance," said Julie Hannaford, U of T's deputy chief librarian. "We wanted to be responsive by recognizing that this deserved a dedicated position."

While universities have librarians specializing in Indigenous initiatives or ready to connect indigenous students to available resources, U of T's latest outreach librarian, Desmond Wong, is unique in many ways.

For one, Wong will be working actively **to reach out to Indigenous students across the three campuses** — he'll be part of the university's legion of personal librarians. He'll be working with students as well as faculty, elders, staff at First Nations House and the larger community to identify Indigenous students' learning and research needs and organizing special talks and programs for them.

Responsibilities of this position will also include working with international students as well as collaborating with other librarians who have built a strong Indigenous collection over the years, to further develop that collection.

Members of U of T's Indigenous community were involved in the hiring process. U of T Libraries consulted with First Nations House, which provides supports for Indigenous students, and Elders sat in on the candidate presentations. Jonathan Hamilton-Diabo, Director of Aboriginal Student Services at First Nations House, and Coordinator for the Council for Aboriginal Initiatives notes:

“(Wong) has a lot of experience within the community. They brought someone in who has a strong understanding of the community. He has already come to First Nations House early on. That’s a good sign that he’s reaching out to make connections. What you want is someone who has a strong community understanding and demonstrated strong ties to the community”.



Desmond Wong, U of T's new Librarian, will work directly with Indigenous students

Traditional Indigenous Elder: University of Toronto Mississauga

On the Mississauga campus, Cat Criger was hired as a **Traditional Indigenous Elder** to **provide support and Indigenous programming** (e.g., learning circles, experiential trips) to students, staff, and faculty. The Elder also liaises and creates outreach opportunities with the Indigenous community in the Peel region and beyond.

Cat is Cayuga (Guyohkohnyoh), Turtle Clan of the Six Nations Haudenosaunee or People of the Longhouse, and has been working as a Traditional Teacher and Healer for more than 20 years in the Native and multi-cultural community in Canada, the USA, England, Germany, Poland, and Wales. He was taught in the old way, working for many years with the guidance of an Anishnawbe Elder (Zaawawagaabo) and other First Nations Elders, and was taught to do traditional ceremonies, teachings, circles, one-to-one work and to help all people to 'walk in a good way' though life.

In his role as an Aboriginal elder, [Criger says](#), “there’s no job description box that we fit in.” **The role may include performing traditional ceremonies, guiding the community, healing, counselling and advocacy.** Criger notes that one doesn’t become an elder upon reaching a certain age, “But in the old days, it meant having some grey in your hair and having dealt with many things in your own life.”

Vice-Dean, Faculty Affairs & Equity, University of Toronto Scarborough

At UTSC, Professor Maydianne Andrade was appointed the new **Vice-Dean, Faculty Affairs & Equity**. In this position, Maydianne **plans to take a data-driven approach to figuring out ways U of T Scarborough can do a better job in hiring, developing and promoting its faculty while also ensuring these processes maximize transparency and minimize the unintended effects of unconscious bias.**

“I will be helping with the mechanistic aspects of faculty hiring and promotion. This will include overseeing procedural aspects of faculty searches, appointments, tenure and promotion but also providing tools that will help with these processes. The more innovative side is fostering development opportunities for our faculty. This will start with recruitment – working to broaden our applicant pools, making it clear why UTSC is a fantastic place to be and ensuring that people have the right mentorship and support once they are here.

Much of this will need to be data-driven so I will need to get a complete picture of our faculty, the challenges and aspirations they have and what barriers they may face in career advancement.”



Professor Maydianne Andrade (right), known for research on the mating habits of cannibalistic spiders, is UTSC's new Vice-Dean, Faculty Affairs & Equity

Accessible Communications

Making our online spaces accessible is another important aspect of ensuring our information and communications reaches as many members of the University community as possible.

This year the [Accessibility for Ontarians with Disabilities Act \(AODA\) Office](#), as well as communicators **across all three campuses** worked to address barriers to web accessibility. Efforts included delivering a session on accessible communications at *TechKnowFile*, a free technology conference offered to all U of T employees; leading regular accessible communications workshops; adding more resources on its website related to accessible communications; advising on accessibility enhancements to the faculty and staff enewsletter ('the Bulletin') for better keyboard accessibility; and the University's accessibility offices deploying a U of T-wide license for Kurweill 3000 assistive technology.

AODA Office Accessible Communications webpage

This year the University's AODA Office enhanced the information and resources available on the '[Accessible Communications](#)' page of its website. Updates include the addition of resources which explain how to enable accessibility checkers in Word, PowerPoint and Excel for Windows and Mac; how to create and verify PDF accessibility; and how to check to web accessibility, including keyboard accessibility.

Templates for email and forms

In looking to share consistent and accessible communications, the Division of Human Resources & Equity has developed templates for emails and forms that are shared internally and published on the Division's website. The roll-out of new formats will continue into 2017.

Email messages sent by the Division underwent a re-design process and have begun featuring a standardized format that is intended to provide a user-friendly and accessible experience. A number of new forms, published on the Human Resources & Equity website, also underwent a re-design to better incorporate AODA standards and a consistent format. New forms incorporating the format include the [Self-Funded Research Grant Program Application](#) and the [Research Associate / Senior Research Form](#). The Division continues work to more fully imbed accessibility and consistency in all communications.

Family-Friendly Programs

The Family Care Office created a new family-friendly URL based on the U of T Map — **St. George Campus Map of Family-Friendly Locations**. The map features child care centres, breastfeeding locations, baby change stations, Student Family Housing, and family resource centres. This map was made available online in September 2016. Each year we host a range of community building events. This year our faculty, staff and their children participated in **Bring Our Children to Work Day across U of T's three campuses**. Over 400 children participated in a variety of scheduled activities throughout the day and job-shadowed their parents.

Equity Awareness & Education

In October 2016, 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. Programs and initiatives that demonstrate the work of the Equity Offices and partners who strive to make all three campuses more inclusive and equitable include:

'Minding Our Minds' Conference

This year the **'Minding Our Minds' Conference** on Mental Health in University was hosted at Victoria University in the University of Toronto. Open to employees and students at the University of Toronto, this conference **allowed participants to consider the challenges and opportunities for universities and colleges in the area of mental health.**

The day-long conference began with a keynote address from Sandy Welsh (Vice-Provost, Students). Sessions throughout the day included topics such as the intersections of mental health for students, student reflections, and the social determinants of mental wellness.



HR & Equity team celebrating 'Display Your Pride'

Display Your Pride

In June 2016, the University's Positive Space Committees 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 shared on Twitter using hashtag #DisplayYourPride. The event coincided the [20th anniversary of the launch of Positive Space](#) at U of T.

The NBD (No Big Deal) Campaign

We also actively worked to enhance our communities awareness of transgender issues and needs through a teach-in and [the NBD \(No Big Deal\) Campaign](#), **which is a positive and affirming response to the current conflict around gender-neutral pronouns** like singular they / them and ze / hir (instead of she / her or he / him).

The NBD Campaign was created by Dr. Lee Airton. The Sexual & Gender Diversity Office is an official sponsor and supporter of the campaign. In response to community needs several **gender inclusive washrooms were created**.



Logo for the 'No Big Deal' Campaign



Inclusive washrooms icons

Inclusive Washrooms

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.

This project has been the result of a strong partnership among a number of Offices including: 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 Project has four main areas of interest: physical accessibility; single-user washrooms for broader gender inclusivity; baby-changing stations; and footbaths for students who wash before prayer.

In the past year, the University of Toronto Mississauga campus installed three sets of multi-user all-gender washrooms on campus (these are the first multi-user all-gender washrooms at U of T): More information [is available on UTM's Washrooms on Campus webpage](#).

Community partnerships to support diversity

U of T continues to develop partnerships with community organizations to foster the growth of diversity, equity, and inclusion for both our community members and the communities that surround the University.

Diversity and Inclusion Day Conference

This annual event is an opportunity to bring together learners, staff, and faculty within the Faculty of Medicine and in partnership with stakeholders such as hospitals and community organizations, in order to discuss pressing issues about diversity, equity and inclusion in medicine.

The conference aims to have challenging conversations that will help educate members of the medical, academic, and broader community, about barriers to inclusion and health equity in the medical system. The conference was held in November 2016 and will be held again in autumn, 2017.

[At the 2016 conference](#) Professor Lisa Robinson, Chief Diversity Officer in the Faculty of Medicine and a Senior Scientist and Head of the Division of Nephrology at SickKids, noted:

I think the idea that diversity is integral to excellence is really important as we think about the health challenges of today and how to train the health professionals of tomorrow. Diversity shouldn't be a peripheral priority. We want our faculty, staff and students to see it as a fundamental tool for their success, and in fact the literature on diversity supports that idea.

In her talk, Robinson cited studies that show women tend to hire diverse teams, and that those teams are equipped to solve problems and meet the challenges of the Information Age. And the broader the definition of diversity, the better, said Robinson: gender, race and class differences are important for bringing new perspectives, but so are personal and work experiences, education, skills and values.

Hammer Heads

The University of Toronto Scarborough is a proud partner of **Hammer Heads**, a “hands-on boot camp” skill and employment-based training program created to support at-risk youth aged 18 to 26 from under-resourced and Aboriginal communities, exposing them to a variety of construction trades and ensuring they have the necessary social and professional skills to successfully obtain a rewarding full-time career in construction.

Innovate U

More than 1,400 students from Grades 3-8 descended on the University of Toronto on May 13, 2016 for **'Innovate U', a massive day of hands-on activities celebrating science, technology, engineering and math (STEM) and the power of innovation.** The one-day event was a first-of-its-kind partnership between U of T Engineering, Google Canada and Actua, Canada's largest STEM outreach charity.

Innovate U engaged youth in activities where they are engineering, building and inventing their own innovations and technology – from robotics and genetics to rollercoasters and

video games. Students and teachers from 45 classes across the Greater Toronto Area peeked under the surface of today's tech, including smartphones, 3D printers and solar cars, to understand how they work—all while experiencing the post-secondary environment in a fun and accessible way.

Inside Out Film Sponsorship: *The Same Difference*

The Sexual & Gender Diversity Office **was a community sponsor for *The Same Difference*, a film that was screened during Inside Out Film Festival, Toronto's largest LGBTQ film festival.** The film is a compelling documentary about lesbians who discriminate against other lesbians based on gender roles.

SOAR Aboriginal Youth Gathering

On March Break Indigenous high school students from across Ontario come to spend the week at U of T, experiencing life on campus. The Faculty of Kinesiology & Physical Education (KPE) has been running SOAR since 2009. Open to Indigenous teens aged 14 to 17, the program is funded through the Ontario Ministry of Advanced Education and Skills Development, guided by U of T's Council for Aboriginal Initiatives and supported by U of T's First Nations House.

A main component of SOAR is showing participants that attending university doesn't mean giving up their culture. The week also included workshops at First Nations House and traditional teachings with U of T Elder Cat Criger. Throughout the week, students visited various faculties across campus including the Faculty of Medicine and the Factor-Inwentash Faculty of Social Work to learn more about what programs are offered.

"Each year, we introduce high school students to Indigenous role models – faculty and students – so they can see themselves in a few years coming to higher education," said Susan Lee, assistant manager of Co-curricular Diversity & Equity at KPE. "It's just opening up the doors for them to say, 'here's an opportunity for you'."

Lee said a recent study of the SOAR program showed that a high percentage of students referenced their SOAR experience when applying to university, college or for awards. Many went on to complete post-secondary programs in everything from culinary arts to kinesiology to social work.



Students from the SOAR program learn how to check blood pressure during a tour of U of T's Faculty of Medicine.

(JESSE WINTER/TORONTO STAR)

Toronto Region Immigrant Employment Council (TRIEC)

U of T has been employer partner in Toronto Region Immigrant Employment Council (TRIEC) Mentoring Partnership since 2005. In January 2017 U of T was recognized by TRIEC for having provided mentors to 100 newcomer professionals.

“It is very rewarding to be recognized for reaching this important milestone,” said Beverly Kahn, mentoring coordinator and a career services coordinator at the University of Toronto.

“Our volunteer mentors tell us that they appreciate being able to help others in their journey of finding work experience in Canada,” Kahn says. “Together, we are all making a difference in the lives of foreign-trained professionals and I am proud of our contribution.”

Participating staff volunteer 24 hours of their time over a four-month period. The knowledge and experience provided helps a newcomer gain a better understanding of the Canadian workplace and helps them navigate through their job search.

Mentors also have the opportunity to participate in a mentoring and coaching professional development program, including:

- Workshops, webinars, online modules, and networking events;
- Professional development opportunities to gain credits towards Human Resources Professionals Association (HRPA) or Chartered Professional Accountants of Ontario (CPA Ontario) accreditation; and,
- Resources that included an orientation and a mentoring coach that can be contacted whenever mentors need assistance.



U of T was honoured for its work mentoring skilled newcomers to Canada

About This Report

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