

UTSC

Strategic Plan 2019

Inspiring Inclusive Excellence

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Progress Report

Equity & Inclusion Working Group

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Key Areas of Consideration:

How can we...

- the *faculty, staff, students, community stakeholders* of UTSC ensure equity and inclusion in our institution?
- establish, strengthen & sustain a climate (i.e., *a common set of shared practices, expectations, processes, policies & systems*) that promotes equity and inclusion across units and departments?
- create and sustain *mechanisms of accountability* in the leadership of our community and ensure that we are all responsible for equity and inclusion in the pursuit of the academic mission?
- *evaluate* the current state of our climate and mechanisms of accountability?
- *intentionally contribute to and promote* a sense of belonging for students, staff and faculty members?

Stakeholder Engagement & Data Review

Consulting with:

- Graduate Students Association (GSAS)
- Undergraduate Student Union (SCSU)
- Director, Human Resources
- Vice-Dean Faculty Affairs and Equity
- Ongoing
 - Connections & Conversations Affinity Group
 - Indigenous Working Group & Research Working Group
 - Other relevant staff, faculty & students (e.g., Accessibility Services, etc.)

Review Internal & External Analyses of Data

- U of T 2018 Equity Report, Teaching Evaluations Report
- Faculty Research
- Townhall Input

Challenges & Opportunities

- Develop "metrics that matter" - UTSC specific data
- Develop synergies between faculty, staff and students
- Being informed directly from stakeholders
- Integrate current faculty to external research
- Connect stakeholders with each other and to senior team
- Develop informed outcomes and strategies