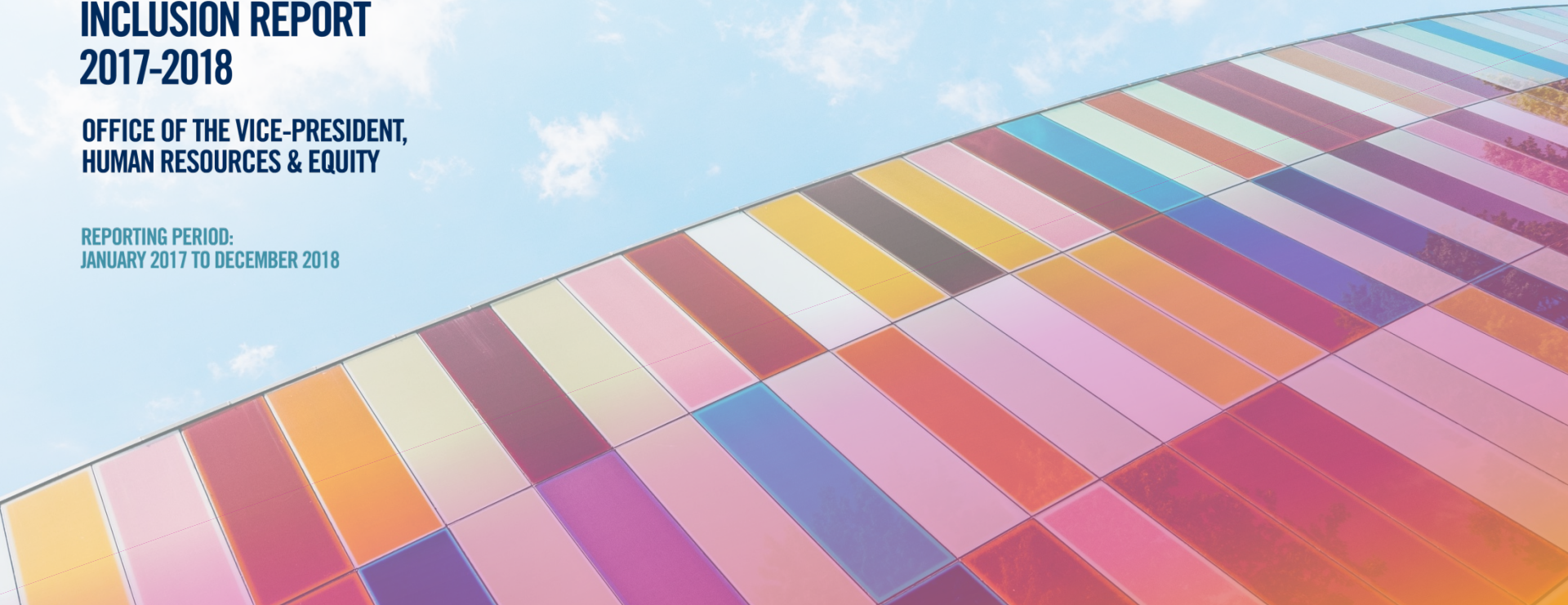UNIVERSITY OF
TORONTO

EQUITY, DIVERSITY & INCLUSION REPORT 2017-2018

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

REPORTING PERIOD:
JANUARY 2017 TO DECEMBER 2018

HUMAN RESOURCES & EQUITY
MISSION, VISION & VALUES

MISSION

Empower the University community.

Create and deliver strategic, innovative and equitable outcomes.

Lead systemic and sustainable change.

VISION

Be an innovative leader.

Enhance employee experiences.

Advance an intentionally inclusive, diverse and equitable culture.

VALUES

Accountability
Client Focus
Equity
Excellence
Inclusion
Innovation
Integrity
Knowledge-driven

EQUITY, DIVERSITY & INCLUSION IN THE DIVISION OF HUMAN RESOURCES & EQUITY

Institutional Offices

Accessibility for Ontarians with Disabilities Act (AODA) Office

Anti-Racism & Cultural Diversity Office (ARCDO)

Community Safety Office (CSO)

Family Care Office (FCO)

Health & Well-Being Services & Programs (HWB)

Sexual & Gender Diversity Office (SGDO)

Sexual Violence Prevention And Support Centre (SVPSC)

Equity, Diversity and Inclusion Office (EDIO)
University of Toronto Scarborough Campus

Equity & Diversity Office (EDO)
University of Toronto Mississauga Campus

Office of Indigenous Initiatives (OII)

ATTRACTING TALENT

Impactful change is an iterative process, requiring incremental and ongoing advancements to our recruitment, hiring, retention, training and promotion processes to engage underrepresented groups across all three campuses.

HUMAN RESOURCES & EQUITY INITIATIVES

Talent Management Unit

This unit contributes to the University's excellence in strategic recruitment, provides professional development tools and training, creates pathways for hard-to-fill positions, and builds talent pools of diverse and qualified candidates.

University of Toronto Scarborough Human Resources Outreach Program

The goal is to promote U of T as an employer of choice to a diverse pool of applicants, including newcomers, youth and new graduates, especially targeting Scarborough, Markham and Durham regions.

ATTRACTING TALENT

IN OUR COMMUNITY

Black Student Application Program
Faculty of Medicine

As a pathway for Black students to the
MD program at the University, the Black Student
Application Program's success is a result of
establishing and nurturing relationships with
community and between cohorts of students.
Creating more holistic admissions and including
equity, diversity and inclusion considerations in
the hiring of new leadership has been necessary
to enhance equity, diversity and inclusion
in the student experience in the Faculty
of Medicine.

EXPANDING OUR KNOWLEDGE

Trainings, workshops and other opportunities for dialogue and learning are a core strategy for change in the Division of Human Resources & Equity.

HUMAN RESOURCES & EQUITY INITIATIVES

Accessibility for Ontarians with Disabilities Act Online Training

This new online training module covers accessible customer service, details on the AODA accessibility standard and the Ontario Human Rights Code as it relates to disability.

Sexual Violence Prevention and Support Centre Workshops And Trainings

The Centre offers a variety of workshops on sexual violence prevention and raising awareness of services and supports. The University also released an online sexual violence prevention training module, which includes tailored content for students, staff and faculty.

<10,000
individuals completed the AODA online training

190
workshops delivered by the Centre

<4,000
students, staff and faculty members engaged with online training

IN OUR COMMUNITY

Social Work Diversity & Equity Workshop

The Factor-Inwentash Faculty of Social Work's Diversity and Equity workshop is interactive and explores some of the key issues and strategies to address diversity and equity in social work practice and education.

TRANSFORMING OUR PHYSICAL & DIGITAL SPACE

The Division of Human Resources & Equity is leading the efforts to modify existing and create new inclusive physical and digital spaces to meet the needs of our tri-campus community.
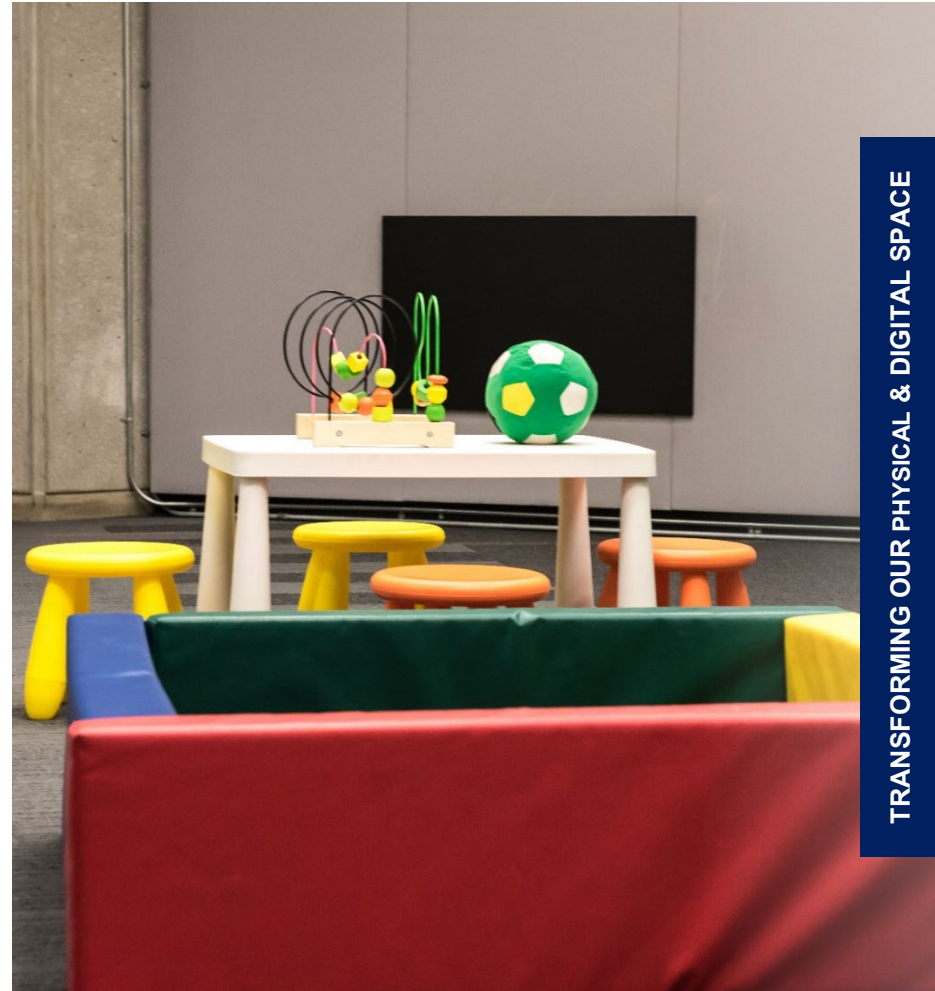
HUMAN RESOURCES & EQUITY INITIATIVES

Gender Inclusivity Project

Employees are able to select 'X' as a gender option in the HR Information System, along with 'M' (male) and 'F' (female). With the adoption of 'X', U of T is among the first higher education institutions in Canada to provide faculty, staff and librarians with the choice to identify with an additional gender option.

Robarts Library Family Study Space

A first of its kind in a Canadian university or college, it is a safe and secure space that allows parents to engage in their academic pursuits while their children are occupied with a large inventory of toys.

BUILDING & CELEBRATING OUR COMMUNITY

The Division of Human Resources & Equity actively engages with staff, faculty and students to build and celebrate our community by supporting the work of affinity or working groups and task forces, as well as collectively celebrating our diversity through events and programming.

HUMAN RESOURCES & EQUITY INITIATIVES

International Day for the Elimination of Racial Discrimination Conference and Awards
Anti-Racism and Cultural Diversity Office

This new annual conference is an opportunity to gather faculty, staff, students, and the broader community to engage, discuss and strategize issues of race, antiracism and systemic discrimination in the context of higher education.

Pride at the University of Toronto
Sexual & Gender Diversity Office

The SGDO organizes programming on sexual and gender diversity for the U of T community. Some of the most outstanding initiatives include: Pride Pub, Queer Orientation and QUTE.

BUILDING & CELEBRATING OUR COMMUNITY

IN OUR COMMUNITY

Task Force on Race and Indigeneity
Faculty of Kinesiology & Physical Education

The Task Force examined multiple aspects of the institutional, work, academic and co-curricular environments at KPE as well as systemic barriers to access in admissions, curriculum, retention, employment, and participation in the Faculty's programs.

TRACKING & REPORTING ON OUR PROGRESS

Essential to making the University's work on equity, diversity and inclusion transparent are tracking and documenting the current divisional and institutional landscape, which allows units and the University at large to identify areas for improvement.

HUMAN RESOURCES & EQUITY INITIATIVES
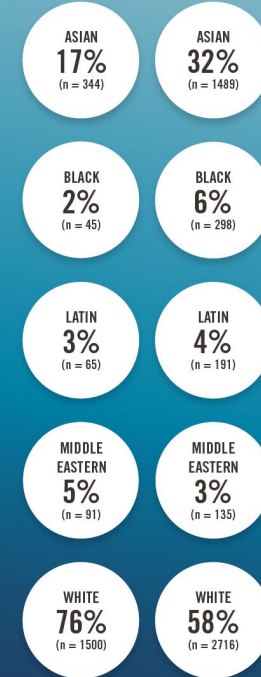
Employment Equity Report

The diversity of the University of Toronto community is our strength. Our work advancing equity, diversity and inclusion across all U of T campuses allows us to better understand, support and grow our community.

This figure reflects the general ethno-cultural identities that employees of the University of Toronto have self-identified on the Employment Equity Survey. Respondents identifying with multiple identities are counted in each category selected.

OUR ETHNOCULTURAL IDENTITIES

	FACULTY & LIBRARIANS	STAFF
ASIAN	17% (n = 344)	32% (n = 1489)
BLACK	2% (n = 45)	6% (n = 298)
LATIN	3% (n = 65)	4% (n = 191)
MIDDLE EASTERN	5% (n = 91)	3% (n = 135)
WHITE	76% (n = 1500)	58% (n = 2716)

IN OUR COMMUNITY

**Reporting on Equity in Research
Vice-President, Research & Innovation, and
Strategic Initiatives**

The Vice-President Research & Innovation, and
Strategic Initiatives established the Equity and
Diversity in Research and Innovation Working
Group in 2017. The group made 49
recommendations to the Vice-President on
fostering a culture of equity, diversity and
inclusion across the university's research and
innovation activities, and on addressing new EDI
requirements for key federal research programs.

LOOKING FORWARD

Some important initiatives recently implemented or planned for later this year include:

- In March of 2019, Jodie Glean was appointed as the new Anti-Racism and Cultural Diversity Director.

- In September of 2019, Karima Hashmani was appointed to the newly created position of Executive Director, Equity, Diversity and Inclusion, where she will be providing strategic oversight in support of the University's equity, diversity and inclusion mission (EDI).

- In September of 2019, Professor Njoki Wane was appointed as Advisor, EDI to the Vice-President, HR & E.

- In the Fall of 2019, the Division of HR & E is launching an EDI Hub, which will be a central source for all EDI-related information, resources and contacts.

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