



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** University Affairs Board

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**PRESENTER:** Same as above  
**CONTACT INFO:**

**DATE:** September 15 for September 30, 2020

**AGENDA ITEM:** 5

**ITEM IDENTIFICATION:**

Equity, Diversity & Inclusion Report – January 1 – December 31, 2019

**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 for information (September 30, 2020)

**PREVIOUS ACTION TAKEN:**

The 2017-2018 *Equity, Diversity & Inclusion Report* was presented to the Board for information on September 26, 2019.

## **HIGHLIGHTS:**

The *2019 Equity, Diversity & Inclusion Report* is a compilation of the most outstanding initiatives and achievements of the Division of Human Resources & Equity (HR & E) in the areas of Equity, Diversity and Inclusion. The report captures initiatives taking place January 1 - December 31, 2019. There is also an Equity, Diversity and Inclusion (EDI) component included in the Annual Report of the Vice-President, Human Resources & Equity.

EDI work is achieved through collaboration and partnerships across the University is key in the advancement of a more intentionally inclusive community. This report features in addition to the work of the division of HR & E, initiatives from faculties, divisions, and departments across the University of Toronto community. This new comprehensive approach provides a wider perspective of the efforts and advances towards a more inclusive community.

This report describes EDI development in the following areas:

- Training and education
- Community initiatives
- Recruitment, retention, and development of talent
- Physical and virtual changes
- Embedding EDI into systems and processes
- Relevant reports
- Resources

Finally, while this report does note some initiatives within faculties, it does not capture the complete breadth of activities in support of equity, diversity and inclusion that are initiated and implemented in divisions and departments.

## **FINANCIAL IMPLICATIONS:**

N/A

## **RECOMMENDATION:**

This report is for information.

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## **DOCUMENTATION PROVIDED:**

Equity, Diversity and Inclusion Report – January 1 - December 31, 2019



UNIVERSITY OF  
TORONTO

# EQUITY, DIVERSITY & INCLUSION REPORT 2019

OFFICE OF THE VICE-PRESIDENT,  
HUMAN RESOURCES & EQUITY

REPORTING PERIOD:  
JANUARY 2019 TO DECEMBER 2019

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

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## A MESSAGE FROM KELLY HANNAH-MOFFAT, VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

The University of Toronto continues to build policies, practices, and procedures that reflect our commitment to equity, diversity, and inclusion (EDI). The Division of Human Resources & Equity, supports a wide range of institutional initiatives aligned with this commitment. In 2019, we undertook several activities to address racism and discrimination at the University of Toronto, and to increase opportunities for Black, Indigenous, racialized, LGBTQ2S+ staff and persons with disabilities in their intersecting identities.

One specific action was the creation of new positions in the area of EDI. In September 2019, Karima Hashmani was appointed as the Executive Director, Equity, Diversity & Inclusion. The new role provides additional strategic direction for the institution on EDI, as well as oversight, senior leadership and direction for all tri-campus equity offices. In October 2019, Professor Njoki Wane was appointed as Advisor, Equity, Diversity & Inclusion to the Vice-President, HR & E. In

this role, Professor Wane informs the work of the Executive Director, the Anti-Racism and Cultural Diversity Office (ARCDO), and the general creation of an EDI community of practice.

Building knowledge and competencies with respect to Black, Indigenous, and racial equity and inclusion was a strategic focus during 2019. All Equity Offices enhanced their education programming last year, offering over 100 training sessions on topics such as racial discrimination and harassment, cultural competency, and allyship. In the Fall of 2019, the ARCDO launched the Race, Equity & Action Speaker Series that hosts local and international experts, academics, and advocates increasing dialogue and understanding of racial equity, diversity, and inclusion in postsecondary environments.

The Division also continued to prioritize accessible and responsive processes for complaint resolution and improved

recruitment, retention and succession planning to increase representation. The institutional recruitment processes and practices were reviewed and adjusted to ensure EDI principles are embedded as foundational elements. In 2019 the Centre for Learning, Leadership & Culture, took steps to address the gaps in representation of racialized staff within our mentorship programs by expanding outreach methods and making training accessible online.

This report highlights additional initiatives that speak to the progress toward the strategic goal of embedding equity considerations into all our work and fostering a culture of inclusion. In addition to the work of our Division, the report showcases some of the outstanding work being done in our tri-campus community. It is crucial that we continue to work together and build on the impressive work of all the equity champions at U of T. I would like to thank those in our community who have made significant efforts in EDI.

Please send any comments or suggestions to [vp.hre@utoronto.ca](mailto:vp.hre@utoronto.ca).

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



Photo Credit: Lisa Sakulensky  
Background Photo Credit: Diana Tyszko

# BUILDING & ENHANCING CAPACITY

Advancing an inclusive, diverse, and equitable U of T, where everyone belongs is a shared responsibility.

## EXPANDING OUR KNOWLEDGE

An important part of fostering a culture of belonging is the ongoing process of expanding our knowledge of how to better incorporate values of equity, diversity, and inclusion (EDI) into our learning and working environments. In 2019 there were numerous innovative ways that units from the three campuses engaged in learning. The initiatives included trainings, conferences, and educational resources all with the goal of advancing intentional inclusion in the U of T community.

## RACE, EQUITY & ACTION SPEAKER SERIES

ANTI-RACISM & CULTURAL DIVERSITY OFFICE



Photo Credit: Will Campbell

In October 2019, the Anti-Racism & Cultural Diversity Office (ARCO) in the Division of Human Resources & Equity (HR & E) organized the inaugural event of the Race, Equity & Action Speaker Series. The series hosts local and international experts, academics, and advocates to engage the U of T community in critical dialogue on how educational institutions strategically think about and advance EDI in all aspects of post-secondary life.

The first event featured Dr. Lisa Coleman, Senior VP for Global Inclusion and Strategic Innovation and Chief Diversity Officer at New York University. Dr. Coleman's presentation focused on the role institutional culture plays in racial equity and in turn, how EDI strategies contributed to institutional growth, innovation and excellence. The speaker for the second event of the Speaker Series in

November 2019 was Dr. Shaheen Azmi, Director of Policy, Education, Monitoring, and Outreach of the Ontario Human Rights Commission. Dr. Azmi discussed the roles and responsibilities of leaders in education institutions in responding to racial discrimination and harassment. Both speakers emphasized the significant role of each person, office, and division in advancing meaningful and lasting change.

The first two installments of the Speaker Series attracted 285 staff, faculty, librarians, students, and community members in-person and via livestream. The Race, Equity & Action Speaker Series is part of the Division's efforts to support the U of T community in addressing systemic racism and provide an opportunity for leadership to receive feedback on our systems, processes, and practices.

## HUMAN RESOURCES & EQUITY

### ANTI-RACISM & CULTURAL DIVERSITY OFFICE TRAINING INITIATIVES

The Anti-Racism & Cultural Diversity Office (ARCDO) enhanced its education programming for 2019 and facilitated various customized training sessions related to advancing racial equity, diversity, and inclusion at U of T. From April to December 2019, ARCDO staff conducted 31 tri-campus education sessions, reaching over 1300 participants including staff, faculty, librarians, students, and external community. Most of these trainings were facilitated through the Centre for Learning, Leadership, and Culture (LLC) and included sessions such as: *Understanding your responsibility to preventing racial discrimination & harassment in the work environment*; *What is Harassment? Tools to identifying and addressing racial and sexual harassment in the work environment*; (co-facilitated with the Sexual Violence and Prevention Centre), and *Understanding the Duty to Accommodate Religious Observances*.

### SEXUAL & GENDER DIVERSITY OFFICE TRAINING INITIATIVES

The Sexual & Gender Diversity Office (SGDO) led numerous innovative education programs related to sexual and gender diversity for staff, faculty, librarians, and students across the University's three campuses. In 2019 the SGDO staff trained 380 U of T employees and 645 students on EDI and/or sexual and gender diversity. Educational workshops focus on areas such as Gender Identity & Gender Expression, Developing Inclusive Work and Classroom

Communities, and Deeper Dives into Equity Conversations. Many workshops were developed and delivered in collaboration with other Equity Offices and other partners. The Office also engaged 2830 U of T community members with initiatives including Queer Orientation, the Lead with Pride Conference: LGBTQ2S+ Student Leadership Conference, and the Gender Talk Discussion Series among many other programs.

### UTSC EQUITY, DIVERSITY & INCLUSION OFFICE TRAINING INITIATIVES

In 2019, the UTSC Equity, Diversity & Inclusion Office (EDIO) facilitated innovative education workshops and professional development sessions related to equity, diversity, and inclusion. The UTSC EDIO staff hosted 28 equity trainings during 2019 with a total of 1000+ students and staff. The focus of these training sessions were specialized to units, that engaged managers and staff on human rights code obligations, and impact of equity and inclusion in our roles. Building on inclusion at work, the EDIO designed and facilitated an inclusion coaching sessions for managers to build knowledge of inclusion in the workplace. The Office also held gender diversity and trans inclusion trainings for staff and students. In October 2019, the EDIO also coordinated an Indigenous Cultural Competency Training with the Office of Indigenous Initiatives available for staff at UTSC. UTSC EDIO engaged new Elders and Knowledge Keepers.

### UTM EQUITY & DIVERSITY OFFICE TRAINING INITIATIVES

Throughout 2019, the UTM Equity & Diversity Office (EDO) developed, delivered, and evaluated 55 workshops and educational events to approximately 2100 staff, faculty, librarians, and students. The EDO worked with a variety of units to tailor equity-related sessions to department's learning objectives. Educational events and training topics included *Diversity and Inclusion in the Workplace*; *Understanding Gender Expression and Gender Identity*; *Masculinity, Men, and Mental Health*; *Equity, Inclusion, and Anti-Racism*; *Shadeism*; *Cultural Appreciation or Appropriation*; and *Introduction to Equity, Diversity, and Inclusion in the Workplace*. In partnership with the Office of Indigenous Initiatives, the EDO also coordinated two Indigenous Cultural Competency Training sessions for staff, faculty, and librarians at UTM. Over 70 participants attended to learn about the relationships that have developed between Indigenous peoples and non-Indigenous peoples over the past 500 years.

### ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT OFFICE TRAINING INITIATIVES

In 2019 the Accessibility for Ontarians with Disabilities Act (AODA) Office focused on four areas of accessibility training and education: web accessibility, planning and hosting accessible events, Universal Design for Learning, and overall AODA training requirements. For the first three areas, more than 200 participants were engaged. Since March 2019 eight full-day sessions on web accessibility have been attended by participants across all three campuses. Attendees were given a comprehensive

foundation on web accessibility fundamentals, learning about the Web Content Accessibility Guidelines 2.0, the AODA, and their role in creating accessible communications at the University. For overall AODA training, since the online module was moved to SuccessFactors, approximately, 3000 staff, faculty, and librarians have taken the training.

### CONNECTIONS AND CONVERSATIONS PARTNERSHIPS

Connections and Conversations is an employee affinity group for racialized U of T staff and are located on all three campuses. Connections and Conversations organizes campus specific and tri-campus events to encourage cross portfolio, divisional, and tri-campus collaboration to provide a community of support and opportunities for mentorship and professional development. In 2019, the UTSC Connections and Conversations chapter partnered with the UTSC EDIO to host a discussion on *Lending Your Privilege* to discuss authentic allyship in the workplace and the importance of lending and sharing privilege, where 60 managers and staff attended.

In May 2019 the UTM Connections and Conversations chapter partnered with the UTM EDO to organize *Starting the Conversation with Shakil Choudhury*. This tri-campus offering sought to increase participants' understanding of racial biases, how they occur in the workplace, and ways to improve the work environment, and was attended by 40 staff members.

## IN OUR COMMUNITY



Photo Credit: Nick Iwanyshyn

### RACIAL SENSITIVITY TRAINING - FACTOR-INWENTASH FACULTY OF SOCIAL WORK

In 2019 the Factor-Inwentash Faculty of Social Work (FIFSW) offered new Racial Sensitivity Training to staff and faculty. The training consisted of eight half-day interrelated modules and was built upon the three developmental principles of Seeing, Being, and Doing. The initiative had four major training objectives: 1) to enhance racial sensitivity and awareness

between and among faculty and staff, as well as between and among administrators, faculty, and staff; 2) to provide a framework for conducting progressive and productive conversations about race as well as other dimensions of diversity; and 3) to further enhance the delivery of racially informed, culturally competent instruction and care to students and all those that engage with the FIFSW. The training was also made available in modified forms for students, field instructors, alumni, and community members.

### UNCONSCIOUS BIAS EDUCATION - VICE-PROVOST, FACULTY & ACADEMIC LIFE

In Fall 2019, the Office of the Vice-Provost, Faculty & Academic Life (VPFAL) hosted an Unconscious Bias Workshop for faculty and academic administrators – the eighth since 2016. The purpose of this workshop was to engage faculty members and academic administrators in a discussion about diversity and excellence, to discuss what unconscious bias is, and the significance of its effects. The workshop also offered role-playing exercises offering strategies for mitigating the role of unconscious bias in faculty hiring, tenure reviews, continuing status reviews, and promotions. The Fall 2019 session attracted 60 faculty members – an increase of 40% over the Fall 2018 offering. The reach of this workshop is broad and constantly expanding; since 2016, 266 faculty members have attended once, 42 have attended twice, and 8 have attended three times.

### WORKSHOPS ON EDI IN RESEARCH - DIVISION OF THE VICE- PRESIDENT, RESEARCH & INNOVATION

In Fall of 2019, the Division of the Vice-President, Research & Innovation (VPRI) organized two EDI information sessions for researchers. The first focused on EDI best practices in research team composition and management and shared practical tips and strategies for addressing EDI considerations in grant applications and implementing concrete practices. The second workshop, on diversity in research design, invited U of T researchers from a variety of disciplines to discuss how they have integrated considerations of sex, gender, and other factors into their research questions and methods. These sessions were attended by over 150 participants, both in person and online via webinar.

Photo Credit: Ken Jones





## DIVERSITY DIALOGUE: ACCESSIBILITY IN ACTION - FACULTY OF MEDICINE

The Faculty of Medicine's Office of Inclusion and Diversity, in partnership with the International Centre for Disability and Rehabilitation, Holland Bloorview Kids Rehabilitation Hospital, and the Canadian National Institute for the Blind hosted a panel event on December 3, 2019. The dialogue was organized in honour of the International Day of Persons with Disabilities to discuss creating accessible spaces in health services, education, and sciences. The Accessibility in Action event featured a panel of experts who

shared their own lived experiences and offered frameworks to reflect critically on how to address ableism and accessibility concerns. The target audience was Faculty of Medicine staff, learners, and faculty, as well as the broader U of T community. It was also open to staff of the partner organizations. The event had 35 in-person attendees and 35 online attendees. This event was part of the Faculty's Diversity Dialogue series, which facilitates discussions and reflections on issues related to EDI and social justice in healthcare practice and research.

Photo Credit: Lisa Sakulensky



## TORONTO INITIATIVE FOR DIVERSITY & EXCELLENCE

### TRI-CAMPUS



Photo Credit: Selena Panchoo

In the spring of 2019, the Toronto Initiative for Diversity & Excellence (TIDE) website was launched. TIDE is a grassroots group consisting of University of Toronto faculty members from across a wide range of disciplines with a focus on supporting EDI at the University. The group provides education and resources about unconscious bias and related challenges in the academic career life cycle, and counsel to academic and staff units and administration about these challenges.

Chaired by Professor Maydianne Andrade, Canada Research Chair and Vice-Dean, Faculty Affairs & Equity at UTSC, the group was formed in 2016 and is supported by the Office of Vice-Provost, Faculty & Academic Life, given the important service that this group provides to the University community. A significant strength of the group is the broad engagement of

faculty from across the tri-campus U of T community and that many of its members hold academic leadership positions. All of TIDE's activities are determined exclusively by the membership.

One of TIDE's priorities is to offer unconscious bias education sessions to faculty groups who are interested in learning more about how to identify and mitigate unconscious bias in their work, and in the hiring, assessment, and promotion of faculty members. Members of TIDE volunteer to provide talks and workshops and to share resources and recommended practices to their colleagues. The newly launched website has been a conduit for reaching a broader population, resulting in significantly increased demand for unconscious bias training. In 2019, the group organized 17 talks across the University.



# 20TH ANNIVERSARY PANEL AND CELEBRATION

## SEXUAL & GENDER DIVERSITY OFFICE



Photo Credit: Seyran Mammadov

In 2019, the Sexual & Gender Diversity Office (SGDO) celebrated its twentieth anniversary with new program offerings including the LGBTQ2S+ History Tour at U of T, the LGBTQ2S+ Voices speaker series at UTSC, and a hallmark panel discussion titled: *Stories From Our Past, Visions For Our Futures*. These initiatives highlighted the incredible contributions of LGBTQ2S+ community leaders to our three U of T campuses and beyond.

The twentieth anniversary panel discussion, hosted on November 7, 2019 at Hart House, featured Dr. Lance McCreedy as moderator alongside current and former LGBTQ2S+ student leaders and SGDO staff discussing the past, present, and future of sexual and gender diversity at U of T. The event drew over 80 staff, faculty, librarians, students, alumni, and community members, who came together to remember some of the struggles and celebrate milestones on the path to achieving the greater queer and trans visibility and inclusion that the University community benefits from today.

Speakers shared their experiences as former students, who raised awareness around sexual and gender diversity on campus within groups such as the Positive

Space Committee and LGBTQOUT (formerly the University of Toronto Homophile Association), Canada's oldest LGBTQ2S+ student group. They told stories of activist organizing from the 1990s and early 2000s and of fighting widespread discrimination and harassment across the campuses. This activism was critical to the establishment of the LGBTQ Resources and Programs Office, later renamed the Sexual & Gender Diversity Office. The discussion also identified that there is still much collective work to be done towards greater inclusion, including a greater emphasis on intersectionality, particularly visibility for issues impacting trans and nonbinary people and LGBTQ2S+ people of colour.

The SGDO opened its doors in 1999 and remains the only Equity Office of its kind in higher education in Canada. The SGDO has been a catalyst for change in our community by building supportive and working communities and by challenging discrimination. The Office continues to provide innovative education, programming, resources and advocacy on sexual and gender diversity for staff, faculty, librarians, and students across the University's three campuses.

# BUILDING & RESPECTING OUR COMMUNITY

We build our community by intentionally creating spaces to promote belonging, celebrating milestones of inclusion, and recognizing equity work. The Division of HR & E continues to engage with our community to build a more inclusive U of T. This involves designing and organizing initiatives that engage our community including Indigenous & Black communities, persons with disabilities, racialized persons, the LGBTQ2S+ community, and women.

Photo Credit: Diana Tyszko

## HUMAN RESOURCES & EQUITY

### INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION AWARDS AND CONFERENCE - ANTI-RACISM & CULTURAL DIVERSITY OFFICE

The 3rd annual International Day for the Elimination of Racial Discrimination (IDERD) conference was held on March 21, 2019. The theme of the conference was *Why anti-racism work still matters within learning communities and beyond*, and it was organized by the Anti-Racism & Cultural Diversity Office (ARCDO) in partnership with Hart House. The conference brought together stakeholders and participants from U of T and other post-secondary institutions to share lessons, best practices, and strategies in anti-racism work. Every year the IDERD conference also celebrates the winners of the IDERD Recognition Award, which recognizes the work of U of T staff, faculty, librarians, and students creating diverse, equitable, and inclusive teaching, learning, and working environments. In 2019 seven individuals and three groups were awarded for making strides in equity and anti-racism work at the University and beyond.

### MORE COLOUR, MORE PRIDE FLAG RAISING - UTSC

In June 2019, a new “More Colour, More Pride” flag along with the Trans flag was flown on the UTSC campus to celebrate Pride. Although the Pride and Trans flags have been raised on the U of T’s three campuses for years, 2019 was the first year the “More Colour, More Pride” flag instead

of the standard rainbow flag was used. The new flag adds black and brown stripes to the top of the standard six-colour flag and is meant to recognize people of colour in the LGBTQ2S+ community. Pride is not always an inclusive space for Black, Indigenous, and racialized people. The newly added stripes are a sign of UTSC’s commitment to being intentionally inclusive and representing more voices and experiences in the LGBTQ2S+ community. The flag raising ceremony had 70 people in attendance and was organized in collaboration with the Positive Space Committee, Indigenous Elder, and UTSC Equity, Diversity & Inclusion Office.

### RAINBOW TIE GALA - UTSC

In January 2019, the Positive Space Committee in collaboration with UTSC’s Equity, Diversity and Inclusion Office hosted the tenth annual Rainbow Tie Gala at UTSC, a popular event that celebrates LGBTQ2S+ pride on campus. The theme for 2019 was *10 Years of Resilience*. More than 200 staff, faculty, librarians, and students attended the event that included a variety of music and performances by local artists. A community fair was also held featuring local organizations that promoted community partnerships including the Alliance for South Asian AIDS Prevention, Miles Nadal Jewish Community Centre, and Toby’s Place.

### NATIONAL DAY OF REMEMBRANCE & ACTION ON VIOLENCE AGAINST WOMEN - SEXUAL VIOLENCE PREVENTION & SUPPORT CENTRE

On December 6, 2019, on the National Day of Remembrance and Action on Violence Against Women, the U of T community gathered at Hart House to commemorate the 30th anniversary of the killing of 14 women engineering students at the École Polytechnique de Montréal. The event was organized by the Sexual Violence Prevention & Support Centre (SVPSC) in partnership with Hart House, the Community Safety Office, the Division of HR & Equity, Student Life, the Multi-Faith Centre, and the Faculty of Applied Science & Engineering. The program included musical performances, a keynote address by Professor Rupaleem Bhuyan, and the presentation of the Award for Scholarly Achievement in the Area of Gender-Based Violence. Following the event, attendees were invited to place roses on a pair of benches across from Hart House that were set up in 2009 to mark the twentieth anniversary of the tragedy. The UTSC community held an event on campus on November 28 and mobilized attendees to assemble 75 wellness kits for donation to women and children in Scarborough for Rosalie Hall, a young parenting hub and Dr. Roz’s Healing Place, a shelter for women

and children. At UTM, a tribute was held on December 2, with attendees putting together wellness kits to be donated to Nisa Homes, a transitional home for Muslim women and children.

### ANTI-O CONVOS: HOT TOPICS - UTM

In 2019 the UTM Equity & Diversity Office (EDO) in partnership with Hart House launched an informal conversation space called Anti-O Convos. The initiative is designed for staff, faculty, librarians, and students to participate in relevant and engaging conversations about current events and popular trends in social media related to EDI, with the hopes of unmasking misconceptions about various under-represented communities. Anti-O Convos bridge the current gaps between diverse communities through dialogues of understanding and respect and create more inclusive and sustainable learning environments – not only for students, but also for the UTM community as a whole. In the Fall series, topics covered included voter engagement, cultural appropriation, consent culture, and faith, spirituality, and mental health with over 65 participants.



## IN OUR COMMUNITY



Photo Credit: Perry King

### BLACK HISTORY MONTH - UNIVERSITY ADVANCEMENT

In February 2019, the Division of University Advancement hosted U of T's 17th annual Black History Month luncheon at Hart House. The event featured keynote speaker Masai Ujiri, president of the Toronto Raptors. In his speech, Ujiri spoke about his role models, navigating the worlds of business and philanthropy as a Black man, growing up in northern Nigeria, and being the first African-born franchise president for the Toronto Raptors. In addition to attendees from the University community, the event was also attended by students from the York Region District School Board, local politicians, and Ambassador Adeyinka Olatokunbo Asekun, the Nigerian high commissioner. The luncheon was livestreamed to all three U of T campuses.

### COMMUNITY PARTNERSHIP RESEARCH PROGRAM - DIVISION OF THE VICE-PRESIDENT, RESEARCH & INNOVATION

In February 2019, the Division of the Vice-President, Research & Innovation (VPRI) announced the first recipients of the Community Partnership Research Program. Sponsored by the VPRI Office and supported by the Vice-President and Provost's University Fund and the Connaught Fund, the Community Partnership Research Program is designed to create and foster research partnerships between the University and community groups, including not-for-profit organizations, philanthropic foundations, and municipal, territorial, or provincial governments. The inaugural competition had 42 proposals submitted. Seven collaborative projects were funded,

an increase from the initial goal of four projects. The funded partnerships represent a range of disciplines and will address issues ranging from the decolonization of museum practices to inclusion and belonging in sport for people with intellectual disabilities.

### THE EQUITY, DIVERSITY AND INCLUSION ACTION FUND - FACULTY OF MEDICINE

The Faculty of Medicine started their Equity, Diversity and Inclusion (EDI) Action Fund in 2019. The fund is administrated by the Office of Inclusion and Diversity and aims to support Faculty of Medicine learners in being champions of EDI by transforming their ideas for initiatives into reality. The application encourages intersectional, innovative, and creative thinking. Successful initiatives must also incorporate social justice/anti-oppression approaches and consider how accessibility considerations will be addressed. The fund awards a maximum of \$500 to applicants with successful proposals. The fund may approve a maximum of ten proposals per year, from September to August, with five proposals having been approved thus far.

### INTERFAITH LEADERSHIP CERTIFICATE - MULTI-FAITH CENTRE

In 2019 the Multi-Faith Centre (MFC) launched their Interfaith Leadership Certificate program. This pilot project provided an opportunity for undergraduate and graduate students to gain religious fluency to better understand and work with diverse faith communities in contexts like the workplace, socially, and beyond. The program included four 1.5 hour workshops, a full day trip in the Fall Term and a community-based project in the Winter Term. Some activities that were part of the Interfaith Leadership Certificate project included exploration of religious sites in the GTA and volunteer work ranging from religious communities' contributions to poverty reduction at Queen's Park to learning about human rights work of the National Council of Canadian Muslims. The goal of the initiative is to spark lifelong curiosity and respect for religious diversity. The pilot project was a success and will continue for another year.

Photo Credit: Caz Zvyatkauskas

## SPORTS DAY FOR LGBTQ+ NEWCOMERS AND REFUGEES

FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION



Photo Credit: Seyran Mammadov

On July 28, 2019 The Faculty of Kinesiology & Physical Education (KPE) welcomed LGBTQ2S+ newcomers and refugees to the Varsity Centre for The 519's annual Sports Day, an event that aims to foster community through sport and recreation in a safe, welcoming, and inclusive environment.

This event was organized by The 519, a city agency and registered charity serving LGBTQ2S+ communities, in partnership with KPE and Hart House. The Sports Day for LGBTQ2S+ newcomers and refugees event was a culmination of The 519's ongoing Fuel Program – a free all levels sport and recreation program for LGBTQ2S+ refugees and newcomers. KPE also engages with the Fuel Program through

participatory action research initiatives and provision of access to many of its equity focused physical activity programs.

It is important for the U of T community to continue to engage in partnerships with the GTA community. EDI work relies on partnerships such as this one, to continue to intentionally create spaces that are free from discrimination, to inspire new members of our community to pursue the possibility of a post-secondary education, and to foster connection for those newly arrived.

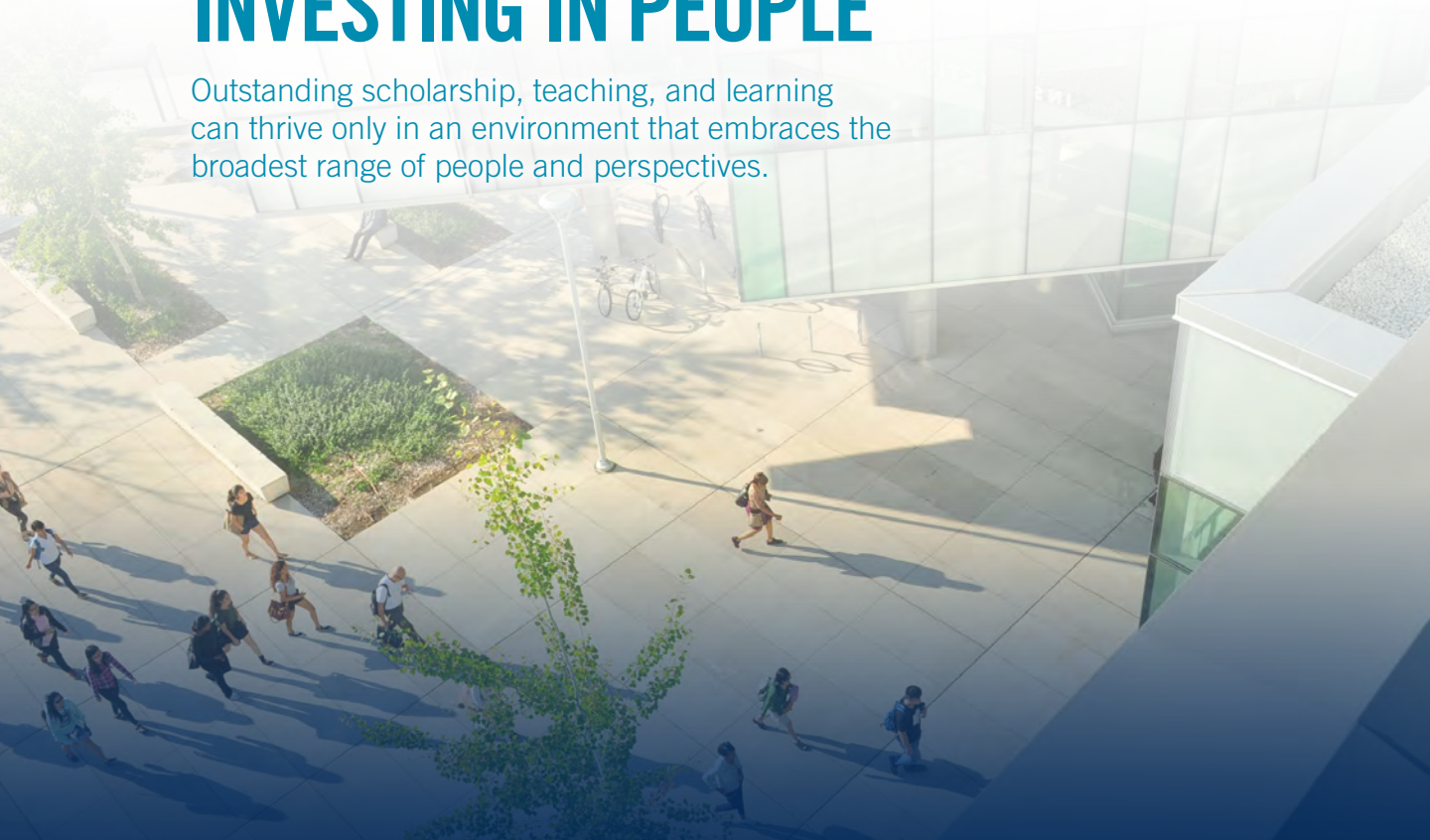
KPE recently released their inaugural [Equity Report 2019-2020](#) which showcases the Faculty's commitment to embed EDI in all areas of planning and operations.



Photo Credit: Seyran Mammadov

# INVESTING IN PEOPLE

Outstanding scholarship, teaching, and learning can thrive only in an environment that embraces the broadest range of people and perspectives.



# ATTRACTING & DEVELOPING TALENT

Impactful change is an iterative process, requiring incremental and ongoing advancements to our recruitment, hiring, retention, training, and promotion processes. To ensure the University is fostering diverse talent, U of T explores different avenues to ensure we are reaching under-represented communities across the three campuses. In 2019, the Division of Human Resources & Equity (HR & E) and the broader U of T community launched a range of initiatives to enhance employment equity. Some of these initiatives include the development of new recruitment strategies and talent management opportunities to ensure diverse employees, have access to professional development tools and training, and for U of T to build talent pools of diverse and qualified candidates.

# HUMAN RESOURCES CAREER EXPO

UNIVERSITY OF TORONTO SCARBOROUGH



Photo Credit: Alexa Battler

UTSC through the department of Human Resources (HR) hosted its first Career Expo in July 2019. The initiative focused on outreach activities and the goal was 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.

The Career Expo provided prospective applicants with the opportunity to meet with hiring managers from a wide range of departments at UTSC. They also learned about the recruitment process and the many benefits of working at U of T. The attendees had the option to build a professional profile including a one-on-one resume review

session and a free professional portrait with a photographer. The Expo had interest from a total of 264 attendees including current University staff and external applicants at this event.

Since 2018, the HR department at UTSC has been engaged in revamping the recruitment process on campus to embed EDI. The Career Expo is one example of the continuous outreach efforts from UTSC HR to engage more meaningfully with the Scarborough and surrounding communities and to enhance the diverse representation on campus, while providing resources that can assist prospective applicants in achieving their career goals at U of T.

# HUMAN RESOURCES & EQUITY

Photo credit: Ken Jones

## INTENTIONALLY INVESTING IN EDI - UTM AND UTSC

In 2019, as part of the growth of the UTM Equity & Diversity Office and its Indigenous Initiatives Unit, the position of Assistant Director, Indigenous Initiatives for the campus was created. This new role is responsible for building relationships with Indigenous communities and organizations, coordinating campus initiatives to support Indigenous staff, faculty, librarians, and students, and overseeing the UTM Indigenous Centre. Working closely with the U of T Office of Indigenous Initiatives, the Assistant Director is supporting the UTM campus's commitment towards reconciliation.

On the UTSC campus several important new EDI positions were also created in 2019. One of them is the Assistant Director, Indigenous Initiatives, who plays a vital role in developing and advancing strategic initiatives related to Indigenization at the UTSC campus. The Assistant Director is responsible for leading and coordinating initiatives that support UTSC's vision, strategic priorities, and objectives that develop and enhance Indigenous presence, supports, and programming. In the same year, the UTSC Equity, Diversity & Inclusion Office (EDIO) gained two EDI Coordinators, who support the Office in the development, implementation, and administration of the University's EDI programming to meet the needs of UTSC community. The UTSC EDI Coordinators also participate in the development and delivery of training sessions for staff, faculty, librarians, and students pertaining to EDI, discrimination, and harassment.

## ACCESSIBLE RECRUITMENT TRAINING FOR HR PROFESSIONALS - ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT OFFICE

In partnership with the Senior Talent Management Specialist, the Accessibility for Ontarians with Disabilities Act (AODA) Office offered accessible recruitment training to HR Professionals in June 2019. This session focused on legislative requirements for accommodation during the recruitment process under the AODA and Ontario Human Rights Code and provided tools on how to design an accessible recruitment process.

## INTEGRATED TALENT MANAGEMENT

The Integrated Talent Management (ITM) unit embeds diversity in all activities of the talent acquisition process. In the hiring process, ITM reviews the language included in job postings to ensure inclusivity, includes a diversity statement, and uses diverse panels for interviews. ITM also offers bias training in recruitment to new managers via the New Managers Academy. ITM increased the number of community outreach events in 2019 to attract a diverse pool of candidates. Some of the events included a UTemp virtual job fair for new immigrants and new Canadians, an Indigenous Mentoring Day, and a special back to work program for Women in Business.

## IN OUR COMMUNITY

### DIVERSITY MENTORSHIP PROGRAM - FACULTY OF MEDICINE

In September 2019 the Faculty of Medicine re-launched an expanded Diversity Mentorship Program (DMP). The program, originally created in 2015, aims to connect medical students from underrepresented/minoritized groups to faculty mentors who can support and assist them in their educational and professional growth and development. As an equity-based mentorship program, it includes conversations about power, privilege, social identities, barriers, and allyship. The DMP aims to further the culture of mentorship within the Faculty of Medicine and create welcoming environments for students who may otherwise feel like they are not represented in their spaces or face barriers based on their social identity. In 2019 the DMP expanded to also include third and fourth year MD program students. The participants were U of T MD students and Faculty of Medicine faculty mentors, with 92 matches made.

### INTENTIONAL RECRUITING - FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION

In 2019 the Faculty of Kinesiology & Physical Education (KPE) made significant efforts in intentional recruiting and increasing equitable representation among their student body. In undergraduate admissions, the Faculty tracked applications from self-identified Indigenous applicants and provided individualized admission consideration to all Indigenous applicants. KPE also worked with the University's First Nations House/Indigenous Student Services to identify, counsel, and guide potential applicants interested in the Faculty's kinesiology program on ways to prepare for successful admission to the program. In graduate admissions KPE intentionally recruited and selected racialized and international masters and PhD students with projects focused on issues of anti-racism, nationalism(s), and Indigeneity.

## GENDER-BASED SALARY EQUITY

### OFFICE OF THE VICE-PROVOST, FACULTY & ACADEMIC LIFE

In 2019, the Office of the Vice-President and Provost led two projects focused on gender-based salary equity.

The first was the Report of the Provostial Advisory Group on Faculty Gender Pay Equity. This consisted of one of the most comprehensive studies to date of the salaries of full-time appointed men and women faculty at the University. The analysis was used to determine whether and to what extent a gender-based pay gap exists among U of T faculty.

The analysis was undertaken by faculty with expertise from the departments of economics and statistical sciences, as well as the Rotman School of Management. Following two years of substantive analysis, the report found that on average, tenured and tenure-stream women faculty at the University earn "1.3% less than comparably situated faculty who are men, after controlling for experience, field of study, and other relevant factors". It also found no statistically significant difference between genders for continuing stream Teaching Stream faculty. To address this discrepancy, U of T increased the base salary of all 832 women and gender X tenured and tenure-stream faculty effective June 30, 2019.

In the second project, the University of Toronto Faculty Association (UTFA) and the University Administration "examine[d] the

possibility of gender-based discrepancies in pay for librarians and each conducted a separate analysis of the issue" ([Joint Statement by UTFA and the University Administration](#)).

The Provost's Office, in close consultation with the Chief Librarian's Office, issued a Report on Librarians and Gender-Based Salary Equity. The report found that women and gender X librarians earned on average 3.9% less than comparably situated librarians who are men. As a result, the University administration and UTFA agreed that all 125 women and gender X librarians would receive a 3.9% increase to their July 2, 2019 base salary.

UTFA and the Office of Faculty & Academic Life have committed to undertake periodic reviews and analysis of continuing faculty salaries and the salaries of librarians to confirm that the measures in place continue to support gender-based equity, and that gender-based pay gaps do not reappear over time. At the same time, UTFA and the University Administration have agreed to establish a joint working group to explore issues that may affect the compensation of faculty and librarians who are members of equity seeking groups, including those who identify as women, Indigenous, racialized, LGBTQ2S+, and persons with disabilities.



# CREATING AN INCLUSIVE CULTURE

A truly inclusive culture creates a sense of belonging for all.

## TRANSFORMING OUR PHYSICAL & VIRTUAL SPACES

The Division of Human Resources & Equity (HR & E) is committed to ensuring that our physical and virtual spaces are equitable, diverse, and inclusive for all. Significant modifications have been made to existing physical and virtual spaces as well as new ones created to meet the needs of the U of T community. Transforming our spaces also includes providing support and designing inclusive practices and processes that create impact and foster a sense of belonging.

## SERVICE ANIMALS GUIDELINE

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT OFFICE



Photo Credit: Romi Levine

In 2019, the University with the leadership of the Accessibility for Ontarians With Disabilities Act (AODA) Office, furthered its commitment to making U of T a welcoming environment for all by introducing an updated service animals guideline. The guideline, created in collaboration with members of the University community, helps provide a better understanding of how best to support and accommodate people who are accompanied by service animals.

The guideline is in compliance with AODA requirements regarding service animals and contextualized to the University environment. The guideline answers questions people may have about what qualifies as a service animal, where service animals are allowed on the three campuses, including in residences, and how to create

an environment where University community members and the service animals accompanying them feel included. As the University works to address student mental health on all three campuses, the service animals guideline also raises awareness about the use of emotional support animals as service animals, recognizing that staff, faculty, librarians, and students may have service animals for invisible disabilities.

This guideline is a part of U of T's efforts in making our processes as accessible as possible and providing accommodations as required for all staff, faculty, librarians, and students with disabilities. It is also an important step in continuing to create an atmosphere of inclusion and treating every member of the U of T community with dignity and respect.

## HUMAN RESOURCES & EQUITY



Photo Credit: Lisa Sakulensky

### FAMILY STUDY SPACE AT ROBERTS LIBRARY - FAMILY CARE OFFICE

The Family Care Office (FCO), in partnership with Roberts Library, opened a family study space for parents and their children in 2018. A first of its kind in a Canadian university or college, the space is designed to ease the burden and provide choices for student parents as well as staff, faculty, and librarians who have young children. In November 2019 the space added a Reading Circle and childminding before exam time as a pilot project. The pilot was successful and with the continued assistance of the Director of Family Programs and Services, and the FCO, this pilot will likely continue.

### TRANSFORMING PAN-AM CENTRE TO INCLUDE GENDER EXPANSIVE LANGUAGE - UTSC

UTSC initiated the expansion of the language of Women's Programs at the Toronto Pan Am Sports Centre in 2019. Women's Programs aim to optimize participation, reduce barriers to being active, and foster inclusivity across culture, religion, and ability level. In 2019, the

program underwent a three-month initiative that included gender non-conforming people and the addition of the term self-identified women, which includes cisgender and transgender women. This inclusion also applies to the staff members working in the facility. The initiative involved equity training to weigh competing rights and included gender-nonconforming people to facilitate this training. The updated language was adopted by the Toronto Pan Am Sports Centre and supported by the City of Toronto.

### BREAST / CHEST FEEDING AND LACTATION SPACES - UTM

In 2019, the UTM Equity & Diversity Office worked with the FCO, UTM Student Affairs and Services, and UTM Human Resources, to demarcate new lactation spaces in the Academic Annex's second floor. These two new locations offer students, employees, and visitors comfortable lounge space or access to a private office to support caregivers.



Photo Credit: Lisa Sakulensky

## IN OUR COMMUNITY

### CHANGES TO FACILITIES - FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION

In 2019 the Faculty of Kinesiology & Physical Education (KPE) updated several of their facilities to reduce and eliminate physical, attitudinal, and technological barriers for its community members. One of the changes was the creation of single use washrooms in the Clara Benson Building, the Warren Stevens Building, and Goldring Centre for High Performance Sport. KPE added single use and family change rooms in the Warren Stevens Building and Goldring Centre for High Performance Sport. The Faculty also deployed physical alterations to support EDI sport and recreation programming in their buildings, for instance by installing blinds in the Clara Benson Building 25m pool and increased aquatic accessibility for their 50m and 25m pools. Positive Space signage was set up across all KPE properties.

### ADHD GROUP & ADHD PEER CONNECTIONS - ACCESSIBILITY SERVICES

In 2019 Accessibility Services hosted the ADHD Group, which is a 7-week learning skills cohort designed to support students with attention deficit/hyperactivity disorder in developing strategies in self-regulation, time management, resilience, and academic skills. Students learned to organize and prioritize their work, manage procrastination by developing health habits, and develop ways to manage time and complete projects. The Winter and Fall groups both had over 20 students in attendance. In response to student requests for an ongoing community, in Fall 2019 the ADHD Peer Connections Group was formed. A peer facilitator hosted the weekly discussion group and students met to discuss challenges and successes related to managing their symptoms.

## GENDER INCLUSIVITY PROJECT - PHASE II

### INFORMATION TECHNOLOGY SERVICES

The University recognizes that some staff, faculty, librarians, and students use first names that differ from their legal names. These “known as” names are how individuals navigate through the University, identify with one another, and are displayed, where possible, in official University information systems and applications when a legal name is not required.

In 2019, as a part of phase two of U of T’s Gender Inclusivity Project, Information Technology Services (ITS) updated more than 200 reports/programs to reflect community members’ display name in University reporting, including communications and internal platforms. Employees can now choose what name they want to be displayed in communications that originate from the Human Resources Information System (HRIS) as well as

their gender marker and form address that best reflect their identity. Making these important changes allows administrators to search for and find employees in HRIS more efficiently and using accurate information, including the name they use at work.

This phase two of the Gender Inclusivity Project reflects an important advancement in how the University manages employee information and creates new equitable practices to encourage a diverse and inclusive working environment. It also ensures that the University’s reporting systems better and more accurately reflect how its community members identify. The University is committed to ensuring employees are in charge of their digital identity at U of T and will continue to transform physical and digital spaces to ensure they are more inclusive.

GOLDRING  
FOR HIGH PERFORMANCE  
KIMEL FAMILY FIELD HOUSE

# EMBEDDING EDI IN OUR SYSTEMS AND PROCESSES

Fundamental to creating an inclusive culture at U of T is embedding EDI in our systems and processes. Building equitable and inclusive practices within our teaching, learning, research, and workplace is necessary to foster a culture of inclusion.

## INCLUSIVE EMPLOYER GUIDES

### HUMAN RESOURCES & EQUITY



Photo Credit: Ken Jones

In 2019 the Division of HR & Equity started developing Inclusive Employer Guides for religious observances. These informational guides engage managers and members of the U of T community, allowing them to familiarize themselves with the meaning and traditions of observance that are celebrated by many at U of T.

Each guide includes background on the observance/holiday, how it may be observed and differ by community, and practical tips on how to create an inclusive environment keeping in mind the observance/holiday and its traditions. The Inclusive Employer Guides also serve as a reminder that every

effort should be made to accommodate requests for religious observances. Eight guides were published in 2019, including holidays such as Ramadan, High Holy Days, and Diwali and Bhandi Chhor Divas.

Becoming informed on the religious observances of the U of T community is an important part of promoting the values of EDI and ensuring employees are supported in the workplace. Members of our community are encouraged to familiarize themselves with these guides to better recognize the needs of our diverse community and build inclusive practices to meet them.

# HUMAN RESOURCES & EQUITY

## STRATEGIC PLAN - UTSC

In 2019, the University of Toronto Scarborough (UTSC) unveiled its [strategic plan](#) and vision for inspiring inclusive excellence. Over the previous year, eight working groups informed the plan and consulted more than 1,100 members of the UTSC community to ensure inclusion of the diverse backgrounds, perspectives, and experiences represented in the community. These working groups, which consisted of students, staff, and faculty members, were tasked with having an inclusive lens in all of their work, and included one group focused on equity and inclusion, and another on Indigenous peoples and Truth & Reconciliation.

The plan consists of five strategic priorities one of which is intentional inclusion and relational accountability. The strategic directions and initiatives set out under this priority focus on developing and supporting relationships with Indigenous communities as well as strengthening enduring relationships with underrepresented, equity-deserving communities.

With inclusion built into all parts of the plan, the priorities and initiatives together promote a culture at UTSC that supports individual and collective well-being for all members of the campus community.

## SHARING TABLE - UTM

In 2019 the UTM Equity & Diversity Office led an Equity, Diversity and Inclusion (EDI) sharing table with staff and student leaders to coordinate programming, create synergies for new initiatives and partnerships, and develop a shared calendar for the upcoming year on equity-related initiatives from across the campus. The initiative allowed for programming calendars to be shared between Career Centre, Centre for Student Engagement, Student Housing & Residence Life, and International Education Centre to coordinate events and campaigns as well as promote innovative partnerships on student discussion circles and training.

## REPORT: UNDERSTANDING THE EXPERIENCE OF STUDENT PARENTS AT THE UNIVERSITY OF TORONTO - FAMILY CARE OFFICE

To better understand the experiences of students with family-care responsibilities, the Family Care Office (FCO) partnered with the Innovation Hub in 2019 to collect reliable and definitive data about the tensions and barriers student parents face. The result was the report *Understanding the Experience of Student Parents at the University of Toronto - Themes and Insights: Design Thinking Summary* published in April 2019. The main themes based on the data were identified as: finding belonging, navigating systems, emotional barriers/ challenges, and support for practical needs. The report led to a feedback session in June 2019 that discussed how to make U of T more family friendly and the findings will continue to inform the work of the FCO.

## IN OUR COMMUNITY

### COMMITTEE ON EQUITY, DIVERSITY AND INCLUSION IN RESEARCH AND INNOVATION - VICE-PRESIDENT, RESEARCH & INNOVATION

In October 2019, the Committee on Equity, Diversity and Inclusion (EDI) in Research and Innovation held its first meeting. The creation of this standing committee aligns with the recommendations from a divisional Working Group on Equity and Diversity in Research and Innovation. The committee provides the Vice-President, Research & Innovation and Strategic Initiatives (VPRI) with counsel and direction on matters related to EDI within the University's research and innovation enterprise, advising on strategies to advance equity and diversity, address sponsor requirements related to EDI, and foster an inclusive research culture. The committee comprises faculty members from across the three campuses who have experience and expertise in EDI. The committee also includes representatives from senior administrative portfolios, to ensure ongoing coordination with the Office of the Vice-President, HR & E, and the Office of the Vice-Provost, Faculty & Academic Life.

### "VOICE OF THE..." SURVEYS - OFFICE OF INCLUSION AND DIVERSITY

As of 2019, all Faculty of Medicine faculty members, administrative staff, and learners (except for post docs) have been surveyed on various issues related to EDI, including a pulse on personal experiences of racism, discrimination or harassment. The data was collected through the Faculty's "Voice of the..." series of surveys, such as "Voice of the Resident" and other groups. The data is currently undergoing analysis, and the results will help to further embed EDI into cultural transformation within the Faculty at both the learning and work environment levels.

Photo Credit: Kristina Doyle

## EQUITY, DIVERSITY AND INCLUSION WORKING GROUP STRATEGIC PLAN

### FACULTY OF MEDICINE

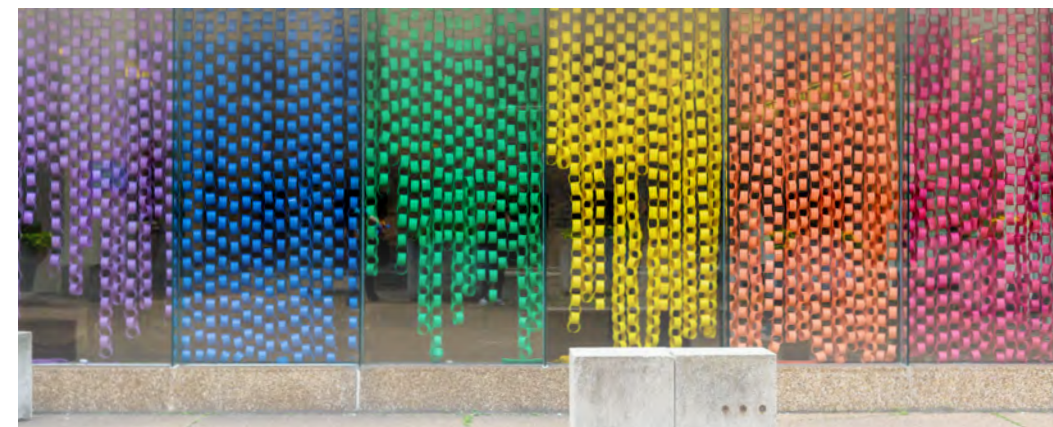


Photo Credit: Faculty of Medicine

In early 2018, the Faculty of Medicine (FoM) at the University of Toronto released their strategic plan with the vision to provide direction and goals for the next five years. Initial consultations took place between January and March of 2018 and more than 400 people were consulted. The results of these conversations were consolidated to create a guiding vision for the Faculty of Medicine with three strategic domains of focus: Ecosystem of Collaboration, Groundbreaking Imagination, and Excellence through Equity.

Excellence through Equity speaks to how inclusion and equity are essential components for the Faculty to define and foster excellence in scholarship, practice, and health outcomes. It also identifies specific ways to achieve this goal, one of which was the creation of a comprehensive EDI plan, including a review of current resources across the Faculty, development of interdisciplinary programs, and expansion

of the Faculty's "We All Belong" campaign.

As a result, in 2019 the FOM assembled an Equity, Diversity and Inclusion Working Group. This group of committed faculty, staff, and learners created an EDI Action Plan with 10 recommendations for moving forward with EDI work at the Faculty of Medicine in line with the strategic direction of Excellence through Equity. The widely consulted plan was approved by the Dean's Leadership Team in December 2019 and implementation phase has begun with the help of the FoM's Diversity Advisory Council along with collaborators across the FoM. The plan will be launched in Fall 2020 along with the implementation of the EDI Action Plan. The Diversity Advisory Council will also continue working on other initiatives that further the FoM's commitment to a culture shift that ensures EDI is a core consideration in all activities.



# REPORTING ON OUR PROGRESS

The Division of HR & Equity and its partners across the three campuses are making continuous efforts to ensure inclusive community. An important part of achieving this goal is being accountable to our community and reporting on our progress.

## EMPLOYMENT EQUITY REPORT

Since 1995, the Division has been consistently reporting on employment equity. All U of T employees are asked to complete the voluntary online Employment Equity Survey, which gathers data and is compiled into the the Employment Equity Report. This helps the Division determine

and meaningfully address the gaps in under-represented groups in our community.

In 2019, the overall response rate for the Employment Equity Survey was 87.1%, up from 81.1% in 2017/18.

These were the results for each identified group among our employees:

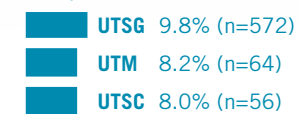
### Indigenous / Aboriginal People of North America



### Racialized / Persons of Colour

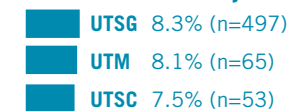


### LGBQ2S+



\*almost 2% increase from previous report (28%)  
 \*\*3% increase from previous report (26%)

### Persons with Disability



### Women



The latest results are explored in depth in the 2019 Employment Equity Report.

## OFFICE OF INDIGENOUS INITIATIVES PROGRESS REPORT

In 2017, the University took firm steps in acknowledging its responsibility in contributing to the reconciliation between the University and Indigenous people with humility and opportunity. The University is tracking its progress in addressing the Calls to Action presented in the final report of the steering committee for the University's response to the Truth and Reconciliation Commission of Canada, titled [Wecheehetowin: Answering the Call](#). The many ways new and ongoing projects at U of T are addressing the Calls to Action are gathered in the [2019 Indigenous Initiatives Progress Report](#).

## AODA ANNUAL REPORT

We are working to create a barrier free campus, where intentionally inclusive design meets the needs of individuals with disabilities across all three of our campuses. The significant work that occurs across the University and its divisions to advance our commitment to building an accessible institution is outlined in the [2019 Accessibility for Ontarians with Disabilities Act \(AODA\) Report](#).

# LOOKING FORWARD

## A MESSAGE FROM KARIMA HASHMANI, EXECUTIVE DIRECTOR, EQUITY, DIVERSITY & INCLUSION

Rendering: KPMB Architects & Michael Van Va  
Photo credit: Perry Sheppard

The initiatives highlighted in this report demonstrate the University's commitment to advancing equity, diversity, and inclusion (EDI) within our learning, teaching, and working environments. Advancing EDI across the three campuses is essential and requires ongoing and continuous efforts from everyone in our community.

The year 2020 is a pivotal moment for EDI. Existing inequalities and racial injustices resulting from anti-Black racism in Canada, the US, and around the world are receiving increased attention, while disparities amongst Black, Indigenous, racialized, persons with disabilities, and LGBTQ2S+ communities have been further exacerbated by the global COVID-19 pandemic. These challenging times have prompted widespread calls for action and lasting change. It is our collective responsibility to address anti-Black racism

and advance Black inclusion within our systems, practices, and processes. It is important to listen, learn, and partner with students, staff, faculty, and librarians, to create a campus community where everyone feels a sense of belonging. We must examine barriers to inclusion for equity-deserving communities and create long-term strategies for systemic change.

The focus within the Division of HR & E for 2020 has been building inclusive leadership capacity, integrating equity and anti-racism into our institutional culture and priorities, and fostering strong community ties in the area of EDI. We are looking forward to the outcomes of the following initiatives aligned with these priorities and supported by the Division:

- The Institutional Anti-Black Racism Task Force to address

anti-Black racism and to advance Black inclusion and excellence within the University of Toronto tri-campus community

- Launch of the National Dialogues and Action for Inclusive Higher Education and Communities focusing on anti-Black racism and Black inclusion with more than 40 Universities and Colleges across Canada which will lead to the development of a national charter on principles, actions and accountabilities
- Launching the Restore @ U of T, a Restoration Program for Black, Indigenous, and Racialized Communities

We need to use the current momentum to collectively push for meaningful change. This can only be achieved once we recognize the importance of deeply embedding EDI into the culture of the University, acknowledge that EDI is everybody's shared responsibility, and develop accountability mechanisms to ensure EDI is a priority. Working collaboratively will make change possible.



**Karima Hashmani,**  
Executive Director,  
Equity, Diversity  
and Inclusion



# EDI RESOURCES

## TRI-CAMPUS OFFICES

**The Accessibility for Ontarians with Disabilities Act (AODA) Office** ensures that U of T is meeting the AODA standard obligations as legislated by the Province of Ontario and makes the University accessible for all staff, faculty, librarians, and students. The Office delivers online and in-person trainings, as well as provides outreach and resources among other support services.

**The Anti-Racism & Cultural Diversity Office (ARCDO)** provides services to support University members in their efforts to foster environments that are intentionally racially diverse and inclusive through the advancement of equitable practices, education and training and the provision of complaints resolution supports on matters of race, faith and intersecting identities as guided by the Ontario Human Rights Commission.

**The Family Care Office (FCO)** provides confidential guidance, resources, referrals, educational programming and advocacy for the U of T community and their families. They raise awareness of family care issues central to the achievement of educational

and employment equity at the U of T. The Office supports current U of T staff, faculty, librarians, students, post-doctoral fellows, and their families with many family care related issues. The FCO has always emphasized an inclusive definition of family.

**The Office of Indigenous Initiatives** supports and guides the U of T community as it continues to work towards reconciliation. Efforts are directed towards listening, coordinating, advising, and collaborating with academic and non-academic communities in addressing the Calls to Action. The Office intersects with areas such as teaching and learning, student experience, faculty and staff recruitment and engagement, and community-based research.

**The Sexual & Gender Diversity Office (SGDO)** provides innovative education, programming, resources and advocacy on sexual and gender diversity for staff, faculty, librarians, and students across the University's three campuses. The SGDO develops partnerships to build supportive learning and working communities at U of T by working towards equity and challenging discrimination.

**Sexual Violence Prevention and Support Centre (SVPSC)**, created in 2017, is the newest addition to the equity offices. The Centre works to create a campus environment where all members of the University community can study, work, and live free from sexual violence. SVPSC has locations on each of the three campuses to help staff, faculty, librarians, and students who have been affected by sexual violence or sexual harassment access support, services and accommodations.

## UNIVERSITY OF TORONTO SCARBOROUGH CAMPUS

**The Equity, Diversity & Inclusion Office (EDIO)** promotes an equitable and inclusive campus community, free from discrimination or harassment. The EDIO serves UTSC staff, faculty, librarians, and students by providing tailored training opportunities, consulting with campus partners on equity and inclusion initiatives, and supporting human rights complaints to reach a resolution. The EDIO supports, advises and shares best practices with campus partners on ways to address systemic barriers and create changes in practices and processes.

## UNIVERSITY OF TORONTO MISSISSAUGA CAMPUS

**The Equity & Diversity Office (EDO)** provides programs and services to staff, faculty, librarians, and students at UTM. In cooperation with its campus partners, the EDO promotes an equitable and inclusive campus community, free from discrimination or harassment based on age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, record of offences, sex, and/or sexual orientation.

[WWW.HRANDEQUITY.UTORONTO.CA](http://WWW.HRANDEQUITY.UTORONTO.CA)

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