



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

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PRESENTER: Same as above
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DATE: September 20 for September 27, 2021

AGENDA ITEM: 5

ITEM IDENTIFICATION:

2020 Equity, Diversity, and Inclusion Report - January 1 – December 31, 2020

JURISDICTIONAL INFORMATION:

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 27, 2021)

PREVIOUS ACTION TAKEN:

The 2019-2020 Equity, Diversity & Inclusion Report was presented to the Board for information on September 30, 2020.

HIGHLIGHTS:

The 2020 Equity, Diversity & Inclusion (EDI) Report provides a snapshot of the EDI programs and initiatives implemented by the Division of Human Resources & Equity (HR & E) and the larger University of Toronto community over the past year. It acknowledges the tremendous impact of the global COVID-19 pandemic on our community and the challenges and learnings that shaped our institutional response.

The report captures initiatives taking place between January 1 and December 31, 2020. In addition to representing crucial work of the Division of HR & E, this report highlights a range of EDI initiatives organized by faculties, divisions, and departments across the tri-campus. This approach provides a broad perspective on the EDI efforts implemented across the institution over the past year. However, it does not capture the complete breadth of initiatives that advance equity, diversity, and inclusion that are initiated and implemented in all divisions and departments.

- **Section 1:** This section highlights the training and knowledge-building opportunities implemented across the institution in 2020.
- **Section 2:** This section highlights how the institution is investing in people, creating learning, and working environments that embrace, value, and support diverse communities.
- **Section 3:** This section highlights how the institution is working to create an inclusive culture, re-envisioning organizational systems to help cultivate an inclusive environment where diverse community members can thrive.

The report also looks ahead to 2021, identifying important strategies and activities that will be addressed as our institutional capacity in equity, diversity, and inclusion expands.

FINANCIAL IMPLICATIONS:

None

RECOMMENDATION:

This report is for information.

DOCUMENTATION PROVIDED:

- 2020 Equity, Diversity, and Inclusion Report

2020

A YEAR OF IMPACT

EQUITY,
DIVERSITY &
INCLUSION

ANNUAL REPORT



UNIVERSITY OF
TORONTO



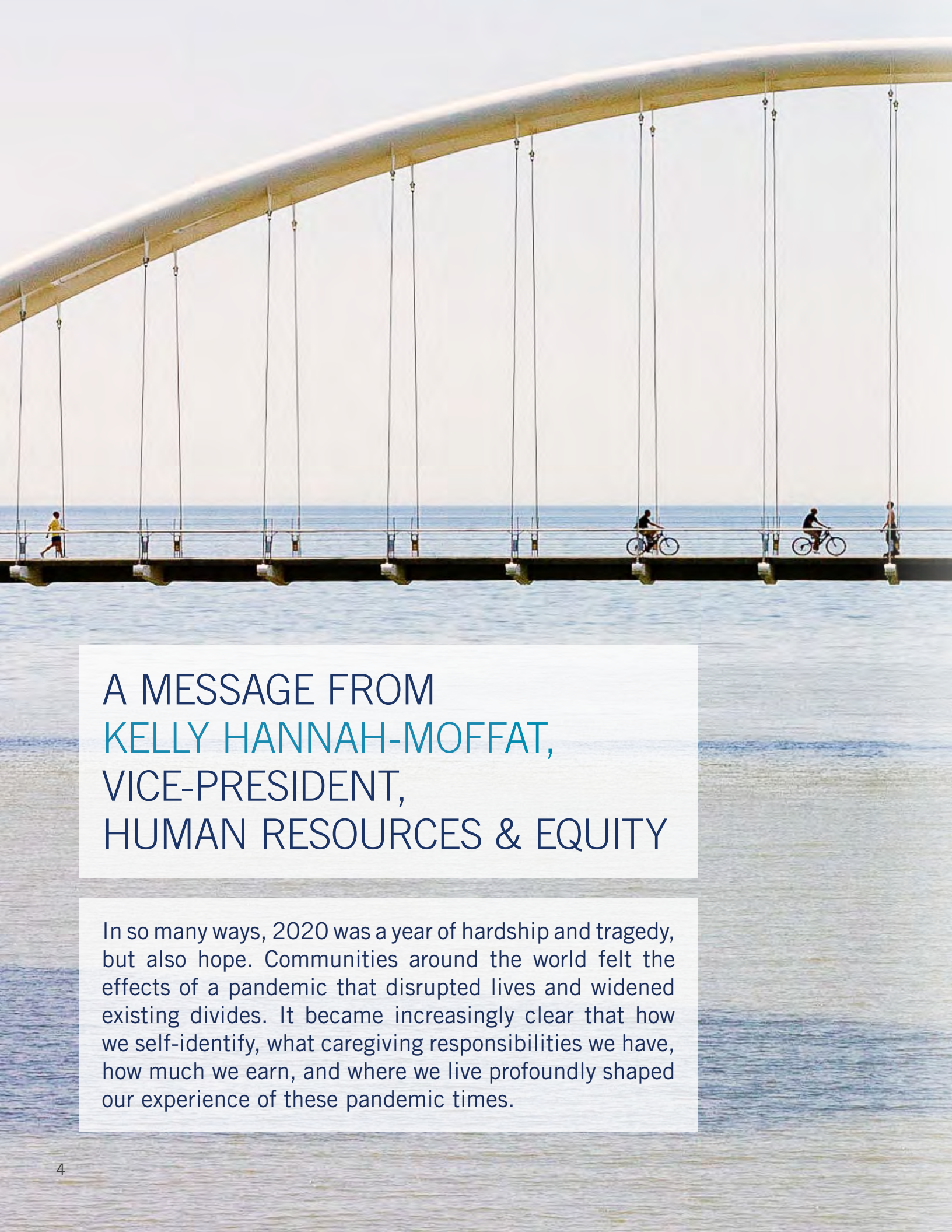


We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and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

In so many ways, 2020 was a year of hardship and tragedy, but also hope. Communities around the world felt the effects of a pandemic that disrupted lives and widened existing divides. It became increasingly clear that how we self-identify, what caregiving responsibilities we have, how much we earn, and where we live profoundly shaped our experience of these pandemic times.

In Canada and the United States, the rise of Anti-Asian racism and racially-motivated violence against members of Black, Indigenous, and racialized communities provided further evidence of systemic inequities. We deepened our learning and had more meaningful conversations about the need to change.

I'd like to think this is where hope emerged from 2020, the year that some of us may wish to forget. It is the hope that, by collectively paying attention, being present, and building relationships, communities here and around the world can do the hard work of eliminating systemic barriers.

As the Equity, Diversity & Inclusion (EDI) Report shows, the Institutional Equity Offices within the Division of Human Resources & Equity at the University of Toronto made an impact during this challenging year, providing leadership, guidance, and central supports to more than 115,000 staff, faculty, librarians, and students across U of T and to the broader community. I have also been grateful for and inspired by the leadership of Wisdom Tettey, Vice-President & Principal of University of Toronto Scarborough, and Karima Hashmani, Executive Director, Equity, Diversity & Inclusion, in guiding U of T towards a new and broader vision of equity.

A critical part of this vision involves creating, in collaboration with other peer institutions, the **National Dialogues and Action** forum, which is informing a draft of the *Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education*.

I am inspired as well by the co-chairs and members of the Anti-Black Racism Task Force, whose recommendations will inform our work in the Division of HR & Equity and the institution over the next several years. The dedicated members of the affinity group Connections & Conversations have, in turn, done crucial work to provide supportive spaces and resources for racialized staff.

Thank you to Equity staff who have responded to the needs of our community with training and support, and to everyone who has committed many

hours outside your work responsibilities—and given so much of yourselves—to these and many other endeavours.

The legacy of 2020 is complex, and it issues us all a challenge: to sustain the momentum of the collective call for change long enough to see that change happen.

At U of T, this means creating the conditions in which everyone can thrive and feel they belong. It means improving our student experiences, our working relationships, our ways of measuring success, and of communicating this success. It spans every part of our institution and it involves each of us learning and accepting accountability for making change last.

Wherever you are in your learning journey, I would invite you to engage with the resources and training materials available online through our **tri-campus Equity Offices**. These sites, along with our central **HR & Equity website**, also share news of upcoming initiatives and events. We are here to provide support, share best practices, and encourage conversation and action. In the coming year, we will be rethinking our central structure to find ways of enhancing and expanding these services even further.

I firmly believe that the University of Toronto can lead in inclusive excellence. As a community, we can bring intention to our actions as well as to our words. Let's not require another year like 2020 to remind us what needs to be done.



Professor Kelly Hannah-Moffat
Vice-President, HR & Equity
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2020

A YEAR OF IMPACT

2020 was a year that impacted all of us at U of T.

A global pandemic transformed the way we lived, worked, played, and connected with one another.

It also highlighted, and often deepened, pre-existing inequities.

As we grappled with layers of trauma, fear, and grief due to the pandemic, the events of the past year also called on all of us to work with our communities to advance racial justice.





The past year ignited our collective imagination—inspiring us to build deeper relationships, stronger communities, and move our institution towards more equitable and inclusive practices.

Throughout 2020, Institutional Equity at U of T provided critical EDI advice, support, and strategic direction to the University community. At a time when communities were facing isolation and uncertainty, we created important community spaces that fostered connection, belonging, and learning.

As an institutional support service, we advised a range of campus and divisional partners on how to advance EDI across U of T. We provided strategic EDI planning support to a variety of U of T divisions, Faculties, and campus partners, working to centre and amplify the voices of Black, Indigenous, racialized, and all equity-deserving communities across our institution and delivering inclusive and responsive resources for our diverse communities. We also engaged with partners across the tri-campus, such as Connections & Conversations, the Black Faculty Working Group, and Black Scholars Network, recognizing that ongoing community collaboration is essential to creating meaningful change.



We hope the initiatives highlighted in this report inspire the U of T community to work together to integrate EDI principles into our teaching, learning, and working environments in 2021 and beyond. With ongoing support and momentum to advance EDI institutionally, we look forward to continued collaboration with new and existing partners, and to expanding our EDI team in 2021.



COVID-19 AND CREATING INCLUSIVE ENVIRONMENTS

The global pandemic impacted the U of T community in unprecedented ways.

We were faced with the unpredictable reality of a deadly global virus, an international lockdown, and grief caused by unprecedented loss and social isolation. As COVID-19 continued to spread, it also underscored inequities in systems and societies here and around the world. Many of our students, staff, faculty, librarians, and community members experienced ongoing personal, professional, family, and health concerns.

COVID-19 also challenged us to transform the way we teach, learn, and work, urging us to find solutions that would make our classrooms, meetings, and community spaces more accessible. The Division of HR & Equity worked diligently to develop relevant, timely, and inclusive COVID-19 resources to support and guide the U of T community through this new reality.

The **Wellness and Working from Home Toolkit**, developed early in the COVID-19 pandemic, provided a comprehensive guide to critical COVID-19 resources for U of T students, staff, faculty, librarians, and community members.

It included the **Best Practices for Leading and Managing Remotely Guide**, highlighting how managers and senior leaders across U of T can help create inclusive work environments for staff throughout COVID-19. The guide also included information about medical, family, and caregiving accommodations, in addition to more sensitive work/life considerations such as domestic violence, racism, discrimination, and supports for LGBTQ2S+ community members.

The **Returning to Campus During COVID-19: Keeping Accessibility in Mind Guide**, a new resource outlining accessibility considerations for U of T students, staff, faculty, librarians, and community members, provided guidelines to maintain accessible and safe spaces upon our return to campus.

As the world slowly begins to prepare for re-opening, the University of Toronto remains focused on ensuring that our campuses and our working and learning environments are equitable, inclusive, and accessible to all.



INSTITUTIONAL RESPONSE TO SYSTEMIC RACISM

As part of the University's response to global anti-Black racism protests, the rise in xenophobia towards East and Southeast Asian communities, faith-based discrimination, and the continuing trauma experienced by Indigenous communities impacted by residential schools, the institution deepened and advanced our ongoing work towards addressing all forms of discrimination in our community.

In 2020, we worked in collaboration with our partners across our three campuses to develop and implement critical anti-racism initiatives that aim to address individual, institutional, and structural forms of racism at U of T.



INSTITUTIONAL ANTI-BLACK RACISM TASK FORCE

In Fall 2020, U of T created the **Institutional Anti-Black Racism Task Force** to advise on new, action-oriented measures and solutions we can take to address anti-Black racism and to promote Black inclusion and excellence on our campuses.

University leadership established the Task Force as part of its response to the global anti-Black racism protests following the death of George Floyd in Minneapolis; to more local protests following incidents of systemic racism in Canada; and to impassioned calls within the University community for urgent, substantive, and meaningful change.

Throughout the course of the 2020-21 academic year, the 25-member Task Force examined existing University policies, processes, and practices and considered others that would address anti-Black racism.

It also reviewed correspondence—demand letters, open letters, statements, and petitions by staff, faculty, student, and union groups—received by the University on anti-Black racism during the Black Lives Matter protests and in previous years.

In April 2021, the Task Force delivered its **final report**, which includes more than 50 action-oriented measures and solutions to tackle anti-Black racism and promote Black inclusion and excellence on the University's three campuses. The University administration **accepted all 56 recommendations**.

The report provides recommendations in seven systemic areas ranging from leadership and accountability to complaints and investigations processes. It includes specific recommendations for staff, faculty, librarians, and students.



NATIONAL DIALOGUES & ACTION FOR INCLUSIVE HIGHER EDUCATION & COMMUNITIES

The University of Toronto in collaboration with Canadian universities and colleges came together to facilitate a national conversation to develop concrete actions for change in higher education and in our communities.

The **National Dialogues and Action for Inclusive Higher Education and Communities** focused on anti-Black racism and Black inclusion in the Canadian post-secondary sector. Attended by over 3,000 participants and more than 60 partner institutions from across the country, the virtual event took place over two days, October 1 and October 2, 2020.

The 2020 National Dialogues and Action involved sharing experiences and ideas; exploring and learning best practices; and contributing to the formulation and implementation of concrete actions to resolutely reject anti-Black racism and support meaningful, enduring Black inclusion within individual universities and colleges, the higher education sector, and our communities.

Panelists from academia and beyond engaged in nine interactive dialogues to address student, faculty, and staff access and success; inclusive teaching, learning and curricula; inclusive decision-making structures; responsibilities and

obligations of non-Black peers; mentorship; and more.

The first day of the National Dialogues and Action focused on systemic anti-Black racism, key barriers to Black inclusion, and approaches to identifying and responding to them. The second day focused on developing concrete actions and accountability mechanisms for structural and systemic change.

The National Dialogues and Action directly informed the *Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education: Principles, Actions, and Accountabilities*. Drafted by an Inter-Institutional Advisory Committee comprised of a representative group of leaders from partner institutions across Canada, the *Scarborough Charter* aims to capture the valuable perspectives, rich insights, and forward-looking actions necessary to address anti-Black racism and Black inclusion.

After significant consultations on the draft, the *Scarborough Charter* will be completed in 2021 and is expected to be signed by all partner institutions as a concrete affirmation of their principle-based commitments to actions that apply to Governance, Research, Teaching and Learning, and Community Engagement.





ANTI-SEMITISM WORKING GROUP

In December 2020, the University announced the creation of the **Anti-Semitism Working Group** to examine and address anti-Semitism on our campuses and ensure U of T is an inclusive and welcoming place for Jewish community members. The Working Group's contributions advance the university's commitment to addressing systemic forms of racism.

Led by Arthur Ripstein, a University Professor in the Faculty of Law and in the Department of Philosophy in the Faculty of Arts & Science, the Working Group is undertaking a tri-campus review of the processes and practices currently in place to address anti-Semitism, recommending ways to improve education about anti-Semitism and responding to anti-Semitic incidents, and proposing new programs and initiatives to eliminate anti-Semitism on our three campuses.

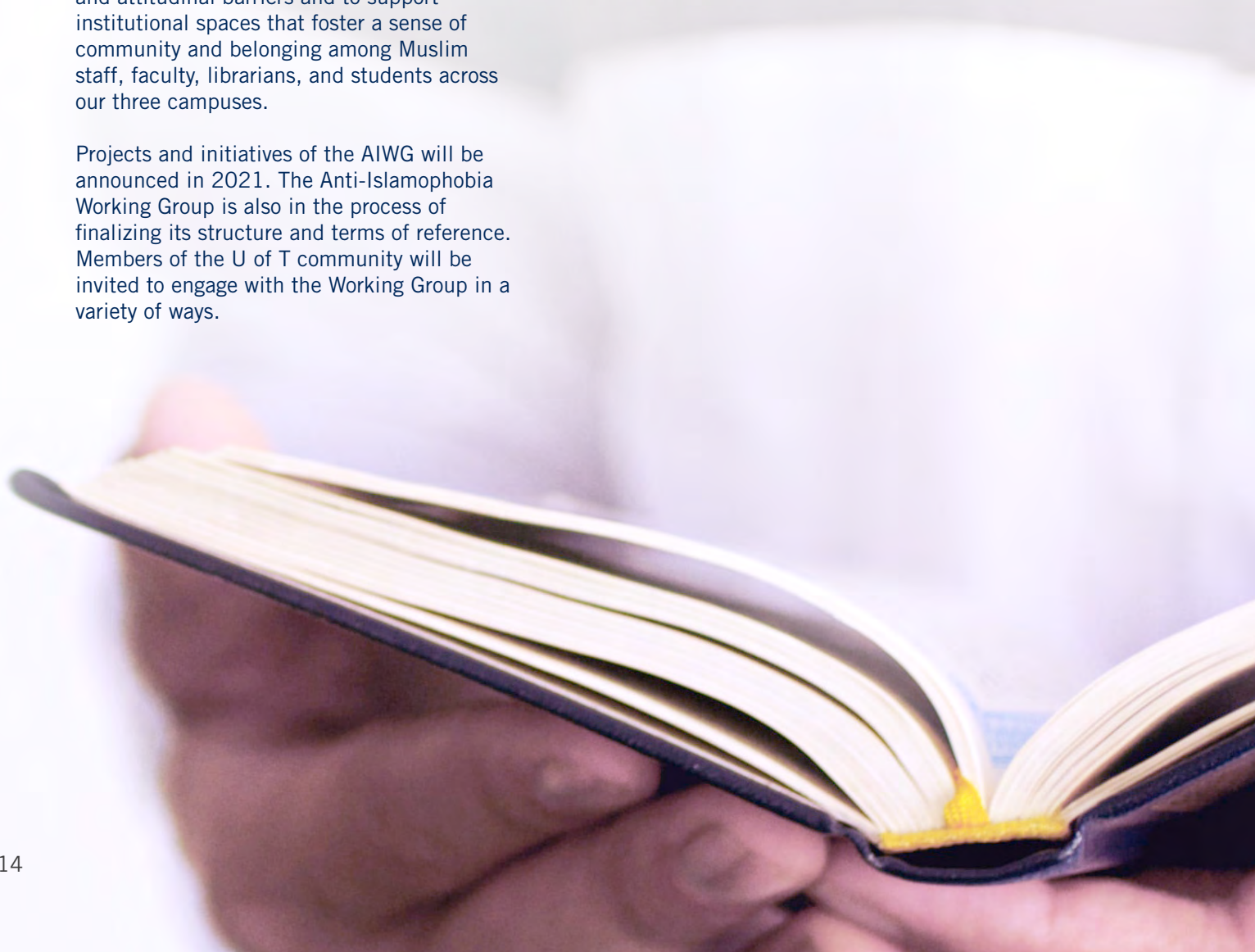
The Working Group is also examining best practices at peer institutions and consulting with staff, faculty, librarians, and students about how to create an inclusive environment that welcomes and supports Jewish members of the U of T community.

ANTI-ISLAMOPHOBIA WORKING GROUP

The University established this institutional table to identify and address how Islamophobia impacts the University community and to further advance U of T's commitment to the principles of equity, diversity, and inclusion. In 2020, this institutional table evolved into the **Anti-Islamophobia Working Group (AIWG)**.

The purpose of the AIWG is to provide ongoing strategic recommendations on initiatives that address systemic and attitudinal barriers and to support institutional spaces that foster a sense of community and belonging among Muslim staff, faculty, librarians, and students across our three campuses.

Projects and initiatives of the AIWG will be announced in 2021. The Anti-Islamophobia Working Group is also in the process of finalizing its structure and terms of reference. Members of the U of T community will be invited to engage with the Working Group in a variety of ways.



SECTION 1

BUILD AND ENHANCE CAPACITY

A community that is open to learning and actively engaged in re-imagining itself is a community with capacity for change.



EXPANDING OUR KNOWLEDGE ON EQUITY, DIVERSITY & INCLUSION

Self-education, organizational leadership, and active allyship are needed to advance an inclusive culture at the University of Toronto.

An important part of fostering belonging at the University is ensuring that we continue to educate and build capacity and knowledge among our faculty, librarians, staff, and students.

In 2020, our Equity Offices and departments across the tri-campus supported our community's learning by providing responsive and intersectional training and knowledge-building opportunities.

HR & EQUITY INITIATIVES

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT OFFICE

Recognizing that the sudden shift to virtual delivery for almost all University events could create barriers to accessibility, the **Accessibility for Ontarians with Disabilities Act (AODA) Office** hosted a professional development session in May 2020 that covered planning and hosting accessible online events.

Offered in partnership with the President's Office, Hart House, and the U of T Event Professionals Group, the session provided an overview of accessible design principles, platform-specific advice, and practical guidance to ensure our online events are as accessible as possible.

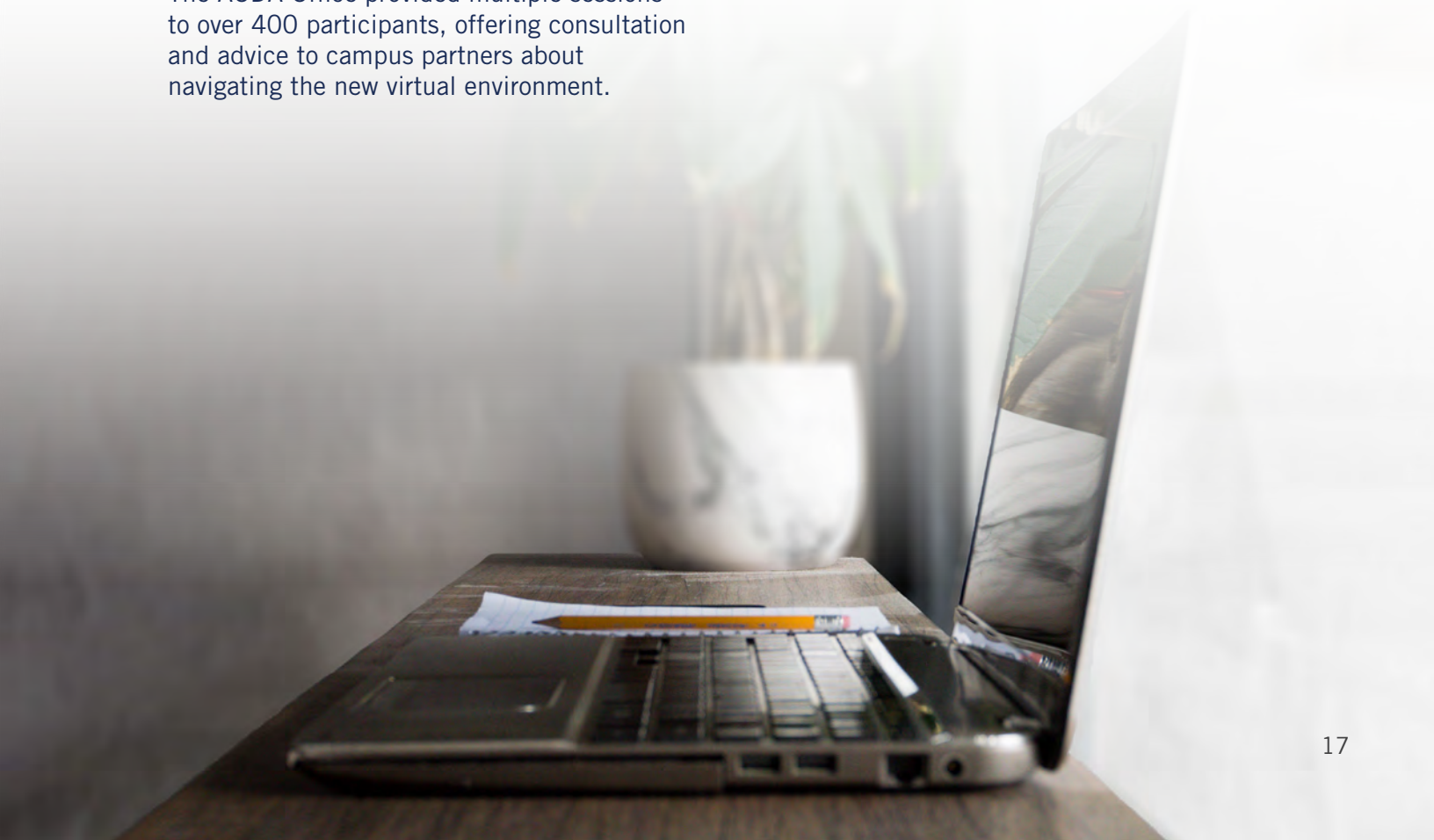
The AODA Office provided multiple sessions to over 400 participants, offering consultation and advice to campus partners about navigating the new virtual environment.

Recognizing the impacts of the pandemic on students and online learning environments, the Office developed the capacity of our staff to serve our students during challenging times.

The AODA Office also partnered with **Accessibility Services (St. George)** to deliver four Accessibility & Language sessions addressing how attitudes and language can impact the accessibility of the services provided to students. Participants explored the history of ableist language and its everyday use, as well as the intersectional experiences of persons with disabilities.

NAVIGATING NEW VIRTUAL ENVIRONMENTS

[HRANDEQUITY.UTORONTO.CA/ACCESSIBILITY](https://hrandequity.utoronto.ca/accessibility)



68 ARCD0
SESSIONS

4,400+ SESSION
ATTENDEES

ANTIRACISM.UTORONTO.CA

ANTI-RACISM & CULTURAL DIVERSITY OFFICE

During 2020, the **Anti-Racism and Cultural Diversity Office (ARCD0)** led the U of T community in addressing the inequitable impacts of COVID-19 and the movement for racial justice. The ARCD0 team responded to the needs of the U of T community by developing and implementing a range of workshops, healing spaces, professional development courses, and modules aimed at building capacity and advancing racial equity, diversity, and inclusion at U of T.

ARCD0 provided a total of 68 sessions and educational presentations in 2020, engaging over 4,400 participants from the U of T community and beyond. Two of these well-attended sessions included *Understanding your responsibility to prevent racial discrimination & harassment in the work environment* and *Addressing Racial Microaggressions: Tools, Strategies and Discussions*, both facilitated through the **Centre for Learning, Leadership & Culture**.

In 2020, ARCD0 also launched the training modules *Deconstructing Institutional Racism for Managers* and *Identifying and Addressing Attitudinal Barriers to Racial Equity, Diversity, and Inclusion* as well as a three-part training series on anti-Black racism.



SELF-DEFENCE FOR LGBTQ2S+ COMMUNITY

SEXTING SAFETY CAMPAIGN

COMMUNITYSAFETY.UTORONTO.CA

SELF-CARE FOR CAREGIVERS

2,000 STAFF REACHED
ONLINE

FAMILYCARE.UTORONTO.CA

COMMUNITY SAFETY OFFICE

In the wake of the COVID-19 pandemic, the lack of safer community spaces to connect and find support challenged many members of LGBTQ2S+ communities.

In 2020, the **Community Safety Office (CSO)** adapted and expanded its self-defence offerings to include *Acts of Resistance*, a self-defence program specifically designed for members of the U of T LGBTQ2S+ community. In partnership with the **Sexual & Gender Diversity Office** and **The 519**, the CSO transitioned the program to an accessible virtual environment.

Given increased risks associated with sexting and exploitation, particularly for international students and members of the LGBTQ2S+ campus community, the CSO also developed a Sexting Safety Campaign to provide safety resources, tips, and supports to U of T community members.

FAMILY CARE OFFICE

In 2020, the **Family Care Office (FCO)** reached nearly 2,000 staff, faculty, librarians, and students through workshops and webinars, online workshop modules, and discussion groups. Many of these offerings provided support to U of T community members dealing with the added pressures of the pandemic and the reality of working and learning from home.

The FCO created a range of just-in-time webinars and resources focused on supporting students and employees as they adjusted to the new realities of COVID-19. For instance, the FCO's *Family Support Series: Self-Care for Caregivers* allowed attendees to consider the complex experience of caregiving, reframe self-care, and create a supportive community space for caregivers.

The FCO also organized the session *It's Okay to Not Be Okay: Managing Parenting Pressures During a Pandemic* to discuss some of the pressures that parents experienced as their families tried to work, study, live, and play in close quarters and constant company. The FCO also launched the *COVID-19 Grief & Loss* session to help participants understand the impact of grief and loss and to equip them with strategies to respond to and cope with pandemic-related losses.

SEXUAL VIOLENCE PREVENTION & SUPPORT CENTRE

Before and after the pandemic, the **Sexual Violence Prevention & Support Centre** worked with internal and external partners and experts to offer educational and training opportunities. The Centre's educational initiatives are designed to be interactive and thought-provoking to enhance our community's ability to understand, respond to, and prevent sexual violence.

In January 2020, the Centre hosted an interactive series of tri-campus workshops focusing on consent conversations. Delivered as part of the second annual Consent Action Week, the workshops addressed healing after trauma, and co-creating art. Transitioning to an online platform after March 2020, the Centre hosted additional workshops, including *Skills for Responding to Disclosures of Sexual Violence: Using a Trauma Informed Approach*, *What is Harassment? Tools for Identifying and Addressing Racial and Sexual Harassment in the Workplace* (delivered in partnership with the Anti-Racism and Cultural Diversity Office), *Sexual Violence Disclosure Skills for Student Leaders and Residence Dons*, and *Building Consent Culture During Orientation & Beyond*.

UNDERSTAND, RESPOND TO,
AND PREVENT SEXUAL VIOLENCE

SVPSCENTRE.UTORONTO.CA

SEXUAL & GENDER DIVERSITY OFFICE

Throughout 2020, the **Sexual & Gender Diversity Office (SGDO)** provided a variety of training and learning opportunities customized to students, staff, faculty, and librarians. Topics included sexual diversity, gender identity, and gender expression; homophobia and transphobia; intersectionality; inclusive classroom, campus, teaching, and working communities; and equity, diversity, and inclusion. Of these, the workshop *Gender Identity, Gender Expression & Inclusion at the University* was most popular. More than 2,000 staff, faculty, librarians, and students received SGDO training during this pandemic year.

In 2020, the SGDO hosted U of T's 11th annual Lead with Pride LGBTQ2S+ Student Leadership Conference around the theme of "This Decade's Difference." The two-day conference brought students and student leaders together to develop leadership skills, learn about identities, and build community. It also invited participants to find their voice and role in activism across an array of themes, from learning about Indigenous rights, mental health, and ableism to developing active listening and community care skills.

2,000+ SGDO
TRAINING
ATTENDEES

SGDO.UTORONTO.CA

UTM EQUITY, DIVERSITY & INCLUSION OFFICE

A highlight of 2020 for the **UTM Equity, Diversity, and Inclusion Office (EDIO)** occurred on February 5, when the EDIO coordinated the first annual *Resiliency Through Adversities* kick-off event for Black History Month in partnership with the **Centre for Student Engagement, Connections & Conversations**, and the **UTM Career Centre**. Jodie Glean-Mitchell, Director, Anti-Racism and Cultural Diversity Office, delivered an inspiring address on the power of Black community resilience and resistance. Following the keynote, students, staff, faculty, and members of the community joined in roundtable discussions with Black professionals to exchange tips and strategies for thriving in academia and the workplace.

Over 2020, the UTM EDIO developed and delivered nearly 80 innovative workshops and educational activities to approximately 3,250 faculty, librarians, staff, students, staff, and members of the public. Sessions included *Introductory sessions to Equity, Diversity, and Inclusion, Addressing Racism and Microaggressions, Race-Based Trauma, Understanding Wellness through EDI and Indigeneity, Indigenous Cultural Competency Training, Anti-Black Racism and Bystander Intervention, and Indigenous Student Services*. The pandemic enhanced tri-campus collaborations with academic and administrative units.

3,250 UTM EDIO EVENT ATTENDEES

UTM.UTORONTO.CA/EDIO

UTSC EQUITY, DIVERSITY & INCLUSION OFFICE

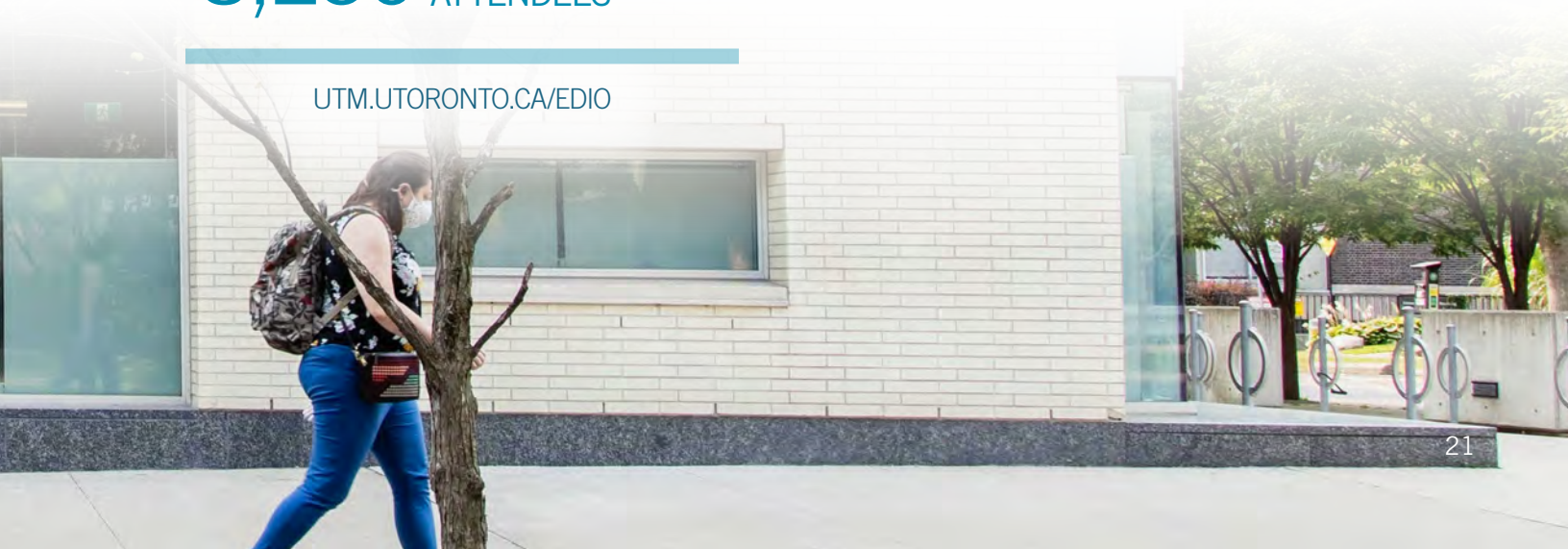
Throughout 2020, the **UTSC Equity, Diversity & Inclusion Office (EDIO)** organized wide-ranging educational sessions for the UTSC community. *Diversity Is Not Allyship: Challenging Anti-Blackness in Racialized Communities*, held in June, invited racialized staff, students, and community members to engage in self-reflective exercises and share strategies for unpacking anti-Black racism in themselves and their communities.

In August, the EDIO delivered a workshop exploring how to create more culturally safe environments and interactions when approaching services provided in healthcare. Topics included using inclusive language, microaggressions, and the presence of implicit bias towards marginalized communities.

During the Fall semester, the EDIO delivered an exceptionally well-attended foundational course, *Introduction to Equity, Diversity & Inclusion*, which deepened knowledge of key equity concepts and provided opportunities for self-reflection.

UNPACKING ANTI-BLACK RACISM

UTSC.UTORONTO.CA/EDIO



U OF T COMMUNITY INITIATIVES

EDI Training Initiatives

DIVISION OF THE VICE-PRESIDENT,
RESEARCH & INNOVATION

As part of a portfolio-wide initiative launched in 2018, the **Division of the Vice-President, Research & Innovation (VPRI)** invites all new and existing staff to complete the online unconscious bias training module developed by the federal Tri-agencies and the Canada Research Chairs Program. In 2020, 86 percent of all new hires in VPRI completed this unconscious bias training.

In September 2020, VPRI also offered an information session on EDI practices in research teams. This well-attended session included best practices for promoting equity and diversity in the recruitment of team members and trainees, developing equitable training and mentorship plans, and fostering an inclusive research and training environment.

Microaggressions & Allyship Campaign

TEMERTY FACULTY OF MEDICINE

The **U of T Temerty Faculty of Medicine Office of Inclusion and Diversity** launched the Microaggressions and Allyship Campaign (#UofTMedCARES) in 2020 to increase awareness of microaggressions, their impact, and how members of the U of T community could use their privilege(s) to be allies to others.

The initiative aims to create more inclusive spaces in healthcare, the sciences, and education across U of T, highlighting the importance of personal and institutional accountability, the need for allyship rooted in empathy and inclusion, and ways in which allies can offer helpful support and resources to navigate microaggressions.

The campaign included posters, postcards, and social media images for sharing in various spaces, at events or orientations, or on social media to help challenge microaggressions.



Mentorship Foundations Training

STUDENT LIFE

Student Life developed the *Mentorship Foundations Training program* to prepare students to serve as a mentor or peer advisor at U of T.

A key component of the program includes an EDI training titled *Creating an Inclusive Environment*, which provides participants with an understanding of inclusivity and how to create inclusive relationships between Peer Mentors and their Mentees.

This training is now mandatory for every student who wishes to receive Co-Curricular Record Validation for Mentorship Foundations Training.

In 2020, Student Life delivered 13 sessions to nearly 500 students, addressing the different ways that students at U of T experience equity and inclusivity, and working with them to determine behaviours and actions they can implement in their own lives to create more inclusive relationships and campus.

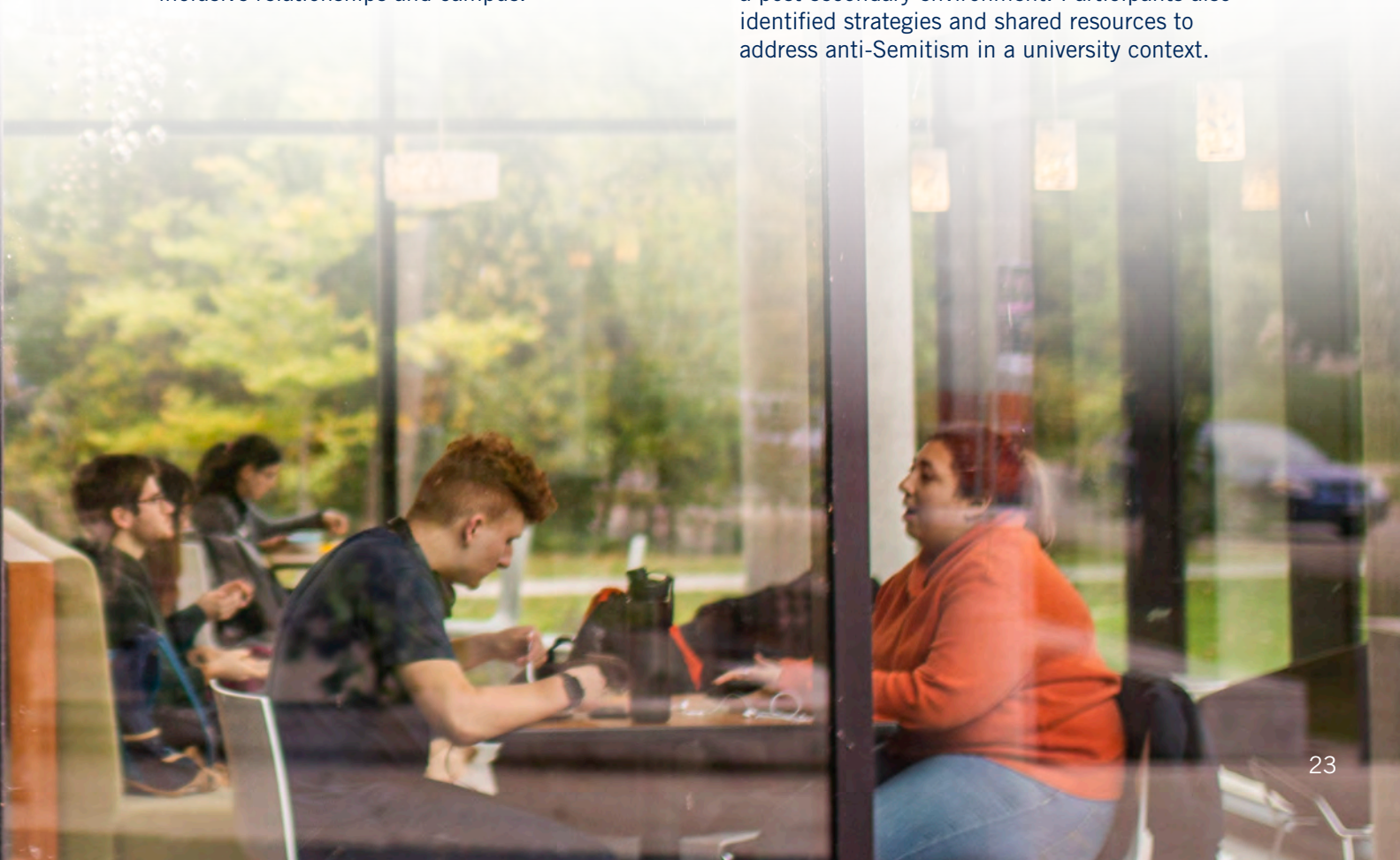
Islamophobia and Anti-Semitism Workshops

MULTI-FAITH CENTRE

Recognizing the ongoing and increasingly frequent incidents of faith-based discrimination in Canada and around the world, the **Multi-Faith Centre** partnered with **ARCDO** in 2020 to organize a series of workshops aimed at learning and exploring the impact of faith-based discrimination and ways to address it.

The first workshop, titled *Moving Forward: Addressing Islamophobia & Fostering Allyship on Campus*, focused on defining and identifying manifestations of Islamophobia. Staff, faculty, and librarians gained a better understanding of intersectionality and the unique experiences of diverse Muslim communities, and explored the role of allyship as professionals.

The second workshop, titled *Advancing Inclusion: Addressing the Impact of Anti-Semitism on University Campus*, explored the impact and manifestations of anti-Semitism in a post-secondary environment. Participants also identified strategies and shared resources to address anti-Semitism in a university context.



RE-IMAGINING COMMUNITY

An important part of realizing our commitment to equity and innovation is reimagining what belonging looks like at U of T, especially for those from equity-deserving communities, such as Indigenous and Black communities, persons with disabilities, racialized persons, LGBTQ2S+ communities, and women.

In 2020, this reimagining took many forms: creating spaces for community building, increasing our EDI knowledge and capacity, and promoting ways to implement change.

These initiatives are a snapshot of the many community initiatives that took place across U of T in 2020.



HR & EQUITY INITIATIVES

Black Creatives Series

UTSC EQUITY, DIVERSITY & INCLUSION OFFICE

UTSC's culture is profoundly shaped by its connection with the broader Scarborough community, and by working with local partners and agencies to strengthen community relationships.

In Fall 2020, the **UTSC Equity, Diversity, and Inclusion Office (EDIO)** launched the Black Creatives Series to explore how COVID-19 and anti-Black racism have uniquely impacted the lives of Black artists in creative industries, and to emphasize the importance of representation in creative fields. Panels focused on experiences with personal identities, navigating the various industries as a Black creative, and lessons learned in advocacy.

The first event of the series in November 2020 featured guest speakers Alicia Bee, Event Producer & Talent Manager and Founder of It's OK; Dalton Higgins, PR strategist, journalist, author, and broadcaster; Yvette Angela, Music Agency Associate; and musician Sydanie.

Black Table Talks

UTM EQUITY, DIVERSITY & INCLUSION OFFICE

As part of a strategy to further support Black community at UTM, the **Equity, Diversity, and Inclusion Office (EDIO)** initiated partnerships with several campus partners to create the Black Table Talk series in March 2020.

The first gathering, attended by 65 Black staff, faculty, and students, brought the community together and created space for students and employees to meet prospective mentors and engage in a supportive environment. To welcome the UTM Black community back to the start of a new online academic year, the Black Table Talk Organizing Group held a *Welcome Back Edition* virtual session in September 2020.

The Fall gathering provided another valuable community space to reconnect after an especially traumatic summer. Recognizing that the disproportionate effects of the pandemic and recent incidents of racially-motivated violence put members of the Black community at greater risk of harm and trauma, the UTM EDIO organized additional Table Talk discussions in the Summer and Fall semester to connect the community virtually and provide supportive student wellness spaces.

U OF T COMMUNITY INITIATIVES



Miriam Rossi Award for Health Equity in Undergraduate Medical Education

TEMERTY FACULTY
OF MEDICINE

In 2020, Fok-Han Leung, Department of Family and Community Medicine, received the **Miriam Rossi Award** for his outstanding effort in improving the equity environment in the MD Program at U of T. Established in 2017, the Miriam Rossi Award for Health Equity in Undergraduate Medical Education recognizes U of T MD Program faculty and administrative staff members for their commitment to diversity and health equity in undergraduate medical education. Its namesake, Dr. Miriam Rossi, was a pediatrician, faculty member, and former associate dean of student affairs in the Temerty Faculty of Medicine and a strong advocate and mentor for underrepresented populations. Dr. Rossi led several initiatives to improve diversity in the U of T medical school, in particular the creation of the **Summer Mentorship Program (SMP)**, established to encourage young Black and Indigenous students, who are underrepresented in medicine, to pursue careers in the health sciences. Like many of Dr. Rossi's contributions, the SMP aims to improve equity in the field of medicine, healthcare, and society at large.



Anti-Racism & Mental Health

FACULTY OF
KINESIOLOGY &
PHYSICAL EDUCATION

On July 7, 2020, in response to the anti-Black racism that caught the world's attention, beginning with the murder of George Floyd, **U of T Sport & Rec** and a community partner, the Toronto SAD Collective, brought together a panel of experts to discuss the connections between racism and mental health, and highlight how difficult it is to heal from past trauma without recognizing the ongoing impact of racism on mental health. The panel included experts from the **Centre for Addiction and Mental Health (CAMH)**, the **Waakebiness-Bryce Institute for Indigenous Health**, and the **Multi-Faith Centre**. With approximately 300 attendees from the U of T community, the virtual event covered a range of topics, including the need to keep the conversation going after the news cycle moves on; the importance of understanding the diverse experiences within Black and Indigenous communities and communities of colour; and the legacy of colonialism and racism, and strategies to move towards healing. The conversation also helped attendees understand how to be better allies to communities they are not part of.



Celebrating Black Excellence Through Physical Activity

FACULTY OF KINESIOLOGY &
PHYSICAL EDUCATION

Acknowledging that Black and brown LGBTQ2S+ communities are historically and presently marginalized in athletic and physical activity spaces, the **Faculty of Kinesiology & Physical Education (KPE)** found ways to transform these traditionally exclusionary spaces for current and future students. In February 2020, U of T Sport & Rec at KPE—with longtime community partner the Toronto Kiki Ballroom Alliance—hosted the *Black Excellence: Welcome to the Playoffs Kiki Ball* event at the Goldring Centre for High Performance Sport to celebrate Black excellence and Black queer ballroom culture. Over 200 members of the U of T community and wider Toronto LGBTQ2S+ community participated. In response to the popularity of the Black Excellence Kiki Ball and vogue dance workshops, Sport & Rec offered a weekly drop-in Black Excellence Vogue Dance Class with instructor, Snoopy. Before the shift to virtual programming, 450 students attended the in-person dance classes rooted in celebrating the history of the Black queer community that also encouraged students to tell their own story and celebrate themselves through vogue dance.

SECTION 2

INVEST IN PEOPLE

Inclusive excellence thrives in learning and working environments that embrace, value, and support diverse communities.

ATTRACTING & DEVELOPING TALENT

On an ongoing basis, the University explores creative avenues to ensure we are reaching underrepresented communities across the tri-campus through our recruitment, retention, training, and promotion processes.

In 2020, the Division of HR & Equity and the broader U of T community launched a range of initiatives to enhance employment equity, such as training programs designed and led by racialized coaches and facilitators as well as mentoring opportunities.

Many of these initiatives are informed by data collected in the University's Employment Equity Survey. This data is reflected in the annual Report on Employment Equity, which offers a snapshot of the composition of the University's tri-campus employees and provides a critical foundation from which to measure how we are advancing a more equitable, diverse, and inclusive working and learning environment. The **2020 Report on Employment Equity** is available on the HR & Equity website.





HR & EQUITY INITIATIVES

Principal's EDI Award & Onboarding Toolkit

UTM HUMAN RESOURCES

Responding to community consultations and feedback, UTM HR implemented a new Staff Awards program in 2020. The program now has many new categories, including a dedicated Principal's Staff Award for Advancing Equity, Diversity, and Inclusion at UTM to highlight and promote EDI work. Individuals and/or teams may be nominated for the award if they have demonstrated leadership in promoting intercultural understanding and inclusion, building environments to enhance inclusion, or removing barriers to full and active participation in University life. The UTM Connections & Conversations Executive Committee won this award in 2020.

UTM HR also developed an onboarding toolkit to support managers with welcoming and onboarding new staff. The toolkit provides staff with information about how to connect with the Office of Indigenous Initiatives, Queer U of T Employees (QUTE), and the UTM Positive Space Committee. It also includes information on many different listservs, such as the new Black Staff UTM Listserv.

Mentorship & Career Development

INTEGRATED TALENT MANAGEMENT

In 2020 the Integrated Talent Management (ITM) unit within the Division of HR & Equity developed partnerships with Indigenous and equity-deserving communities to enhance outreach, relationship building, and recruitment practices. For **Indigenous Mentoring Day 2020**, held in February, ITM collaborated with **First Nations House/Indigenous Student Services, Career Exploration and Education**, and the HR & Equity Communications & Change Team.

The annual event, expanded in 2020, provided a forum for Indigenous job-seekers to learn more about careers at U of T through one-on-one mentorship and to connect with Indigenous employers. ITM and UTemp, the University's short-term staffing service, also participated in two virtual job fairs: the JVS Virtual Job Fair for job seekers and newcomers to Canada and the Job Fair for Trans and Gender Non-conforming People at The 519. The latter event enabled trans and gender non-conforming job seekers to meet and network with trans-inclusive employers.



Your Journey: A Career Guide for Trans & Nonbinary Students

SEXUAL & GENDER DIVERSITY OFFICE

In order to address the critical employment equity gaps faced by trans and nonbinary students, the **Sexual & Gender Diversity Office** and **Career Exploration & Education** collaborated to create ***Your Journey: A Career Guide for Trans and Nonbinary Students***.

The first of its kind in Canada, this guide offers strategies and insights to support trans and nonbinary students exploring career options, applying for jobs, and navigating the workplace. Since the launch of the guide in June 2020, the resource has been accessed and shared across Canadian colleges and universities and, through promotion, education, and outreach, has reached people around the globe.

Elev8 Initiative

UTSC HUMAN RESOURCES

UTSC Human Resources Services recognizes the need for training programs designed and led by racialized coaches and facilitators. In Summer 2020, they partnered with a racialized career and business coach to provide a unique suite of workshops called the **Elev8 Program**. This robust training program aims to challenge assumptions and bring clarity, training, and support to UTSC staff as they develop professionally.

The Elev8 program consists of nine modules covering the following subject areas: Building and Cultivating Resilience; Workplace Communication; Conflict Management; Emotional Intelligence; Work Life Balance; Career Progression; Team Building; Managing Stress; and Change Management for Managers and Leaders. Launched in Fall 2020 with much success and positive reception from staff, the program will continue throughout 2021.

U OF T COMMUNITY INITIATIVES

Mentoring Excellence and Diversity

UTSC OFFICE OF VICE-PRINCIPAL ACADEMIC & DEAN

Creating a culture of Inclusive Excellence at UTSC requires intentional programs and opportunities that support the growth and success of diverse staff. The Mentoring Excellence and Diversity (MEAD) Steering Group is a multidisciplinary group of UTSC faculty and librarians who devise and implement strategic approaches to career and personal development through effective mentorship.

In January 2020, MEAD hosted the second UTSC Faculty & Librarian Social to facilitate connections with colleagues across disciplines in a social setting. MEAD also awarded two mentorship initiatives supporting equity, diversity, and inclusion through the Mentorship Initiatives Fund (MIF): *Workshopping Library Inclusivity at the UTSC Library: Developing an Anti-Racist Library Practice* and *Higher Education Leadership Program for Junior Faculty*.

Diversity in Academic Hiring Fund

OFFICE OF THE VICE-PROVOST, FACULTY & ACADEMIC LIFE

As reflected in the Report on **Employment Equity 2020** and recognizing that Black and Indigenous faculty are the most underrepresented groups across the University, the Provost initiated the Diversity in Academic Hiring Fund in 2016.

This initiative has funded 100 continuing faculty positions, most targeted specifically to fund Black and Indigenous hires.

The University's Diversity in Academic Hiring Fund signals support for the hiring of outstanding faculty in these underrepresented groups as an important academic priority. Base funding for 20 additional hires were announced for the 2020-21 academic year.



IMPROVING ACCESS, ENHANCING SUPPORTS

Creating a more equitable and inclusive U of T involves developing a range of responsive institutional programs that listen to and reflect the diverse needs of our staff, faculty, and librarians. These programs focus on creating access, providing relevant supports, and recognizing unique challenges faced by those from equity-deserving communities.

In 2020, partnerships with community experts, outreach to secondary schools and community organizations, and staff-led initiatives had a positive impact.

HR & EQUITY INITIATIVES

Restore @ U of T

ANTI-RACISM & CULTURAL DIVERSITY OFFICE

Recognizing the urgent need to address the impacts of racism, discrimination, and harassment in 2020, the **Anti-Racism and Cultural Diversity Office (ARCDO)** worked in partnership with Hill Studio by Allison Hill to launch restorative programming titled **Restore @ U of T**.

Launched in October, the program offered a total of seven sessions before year's end. These aimed to build and develop a community-based space that supported the intersectional racialized identities of communities at U of T.

Restore @ U of T combined sessions designed for staff, faculty, librarians, and students who identified as Black, Indigenous, or racialized with sessions fully open to the U of T community.

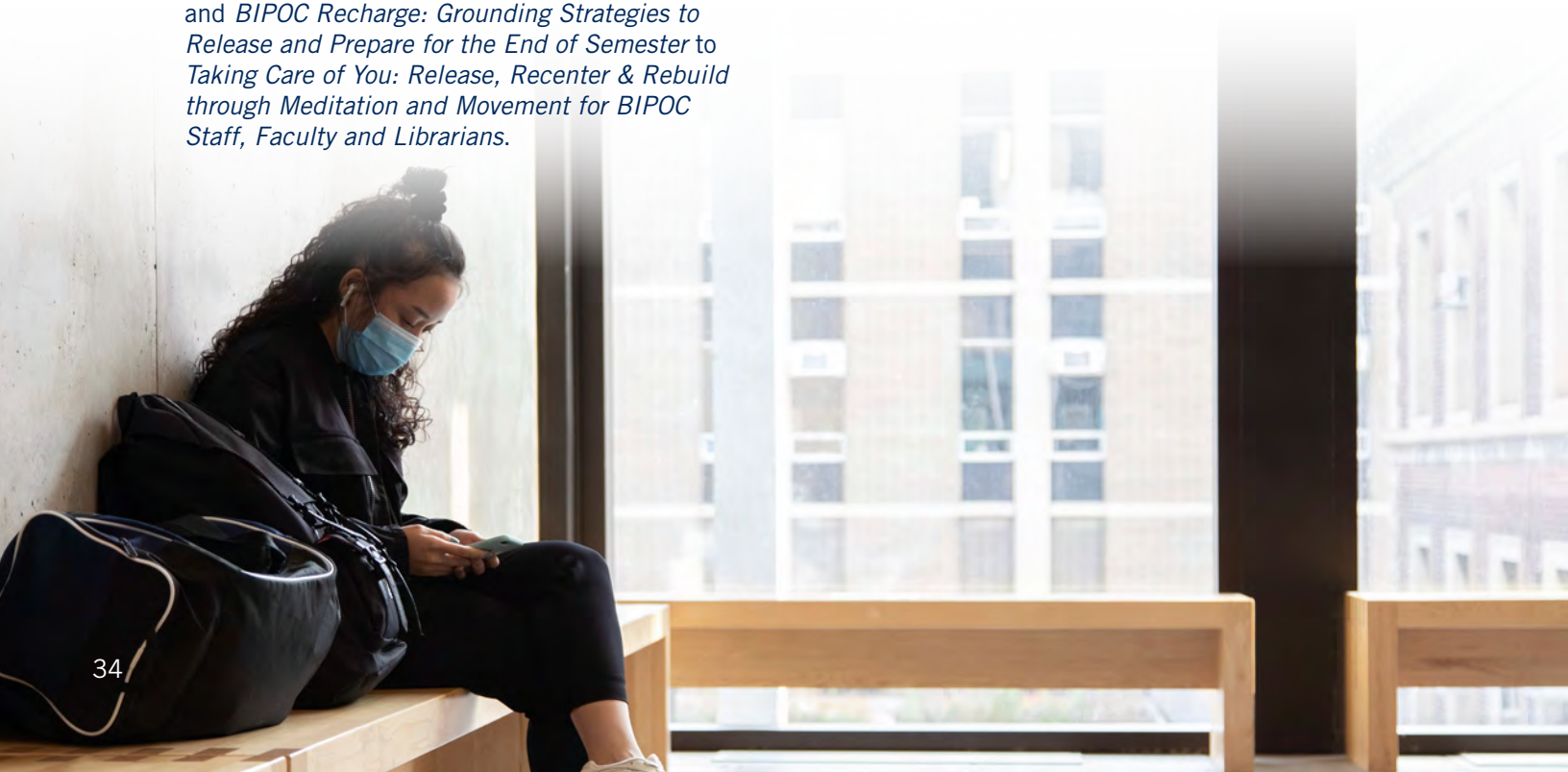
The program spanned a wide range of topics, from *Taking Up Space: Fortifying Racialized Community Through Movement and Dialogue*; *The Collective Responsibility of Eliminating Racism: Approaching Allyship with Mindfulness*; and *BIPOC Recharge: Grounding Strategies to Release and Prepare for the End of Semester* to *Taking Care of You: Release, Recenter & Rebuild through Meditation and Movement for BIPOC Staff, Faculty and Librarians*.

COVID-19 Supports

HEALTH & WELL-BEING

In 2020, the **Health and Well-Being** team within the Division of HR & Equity responded to the specific challenges posed to employees by the COVID-19 pandemic.

Introducing paid pandemic leave and support for employees facing new and complex work, health, and family care needs, the Health and Well-Being team also supported employees with new or pre-existing needs for disability accommodations and those from communities disproportionately affected by the pandemic (including Black, Indigenous, racialized, and LGBTQ2+ individuals as well as women). Moreover, the team adapted existing accommodation guidelines to create a new set of recommendations for working remotely.



U OF T COMMUNITY INITIATIVES

Coffee & Chat Sessions

As the University community adjusted to the new realities of working remotely and the far-reaching impacts of the COVID-19 pandemic, it was essential to create spaces for virtual community building and connection. To address this need, the **Connections & Conversations** Executive Teams worked in partnership with the **Anti-Racism and Cultural Diversity Office (ARCDO)** to host a series of virtual Coffee & Chat meetups for members of Connections & Conversations across our three campuses.

Designed as a sharing space where members could come together to laugh, share, and decompress, the online cafes created an intimate gathering of colleagues who shared how they were dealing with the challenges of 2020. These sessions also provided an opportunity for community members to share information and resources to support the transition to working from home.

Connections & Conversations

Connections & Conversations (C&C) is an affinity group for racialized staff and their supporters with chapters across the tri-campus. In 2020, the **St. George chapter** conducted a survey to better understand membership needs and chart a course for future directions for the group. The survey identified five primary needs: professional development; sharing experiences; connection and belonging; de-stressing and socializing; and advocacy for Black, Indigenous, and racialized staff. The St. George and **UTM** chapters developed their first Terms of Reference to promote transparency and clarity, align with institutional mandates, and support future initiatives and executive teams.

The **UTM chapter** continued to be active virtually by organizing engagement opportunities that centre Black, Indigenous, and racialized staff at UTM. In June 2020, the Executive Committee coordinated a gathering space for Black community members and surveyed members about experiences of anti-Black racism. The Executive Committee worked on initiatives to improve the recruitment and retention of Black professionals at UTM, including professional development and leadership networking initiatives. UTM C&C also hosted spaces that supported members' wellness, including *Healing from Work Place Race-Based Trauma* and *Unpacking Anti-Black Sentiments in Communities of Colour*.

The **UTSC chapter** actively collaborated with various administrative departments and advocated for the needs of racialized staff, including engaging in the Elev8 Program, the National Dialogues and Action for Inclusive Higher Education and Communities, and inclusive recruitment processes. UTSC C&C also hosted events and community spaces to promote belonging and inclusion for Black, Indigenous, and racialized staff, including *Bringing More of Yourself to Work*, where panelists Wisdom Tettey, Juanita Muise, and Mariam Aslam shared their experiences of integrating their authentic, cultural, and spiritual selves into their professional lives.



Access Programs University Fund

OFFICE OF THE VICE-PRESIDENT & PROVOST

U of T is committed to ensuring that students from communities that are underrepresented in universities see and experience U of T as a place where they can thrive. The **Access Programs University Fund (APUF)** helps local units develop programs that address the gaps in supports for students from communities currently underrepresented in universities.

In 2020, the APUF provided funding to seven programs across U of T, expanding access initiatives at the **Temerty Faculty of Medicine** and the **Faculty of Kinesiology & Physical Education in partnership with Hart House** as well as expanding the Discovery Program at the Faculty of Applied Science & Engineering. APUF funding enhanced supports to students, increased community collaborations, expanded reach to GTA high schools and students, and offered the opportunity to foster more collaborative partnerships. It also expanded overall efforts to enhance access to U of T, as many programs funded in 2019 moved into their second year of funding during 2020.

Access Connections Day

OFFICE OF THE VICE-PRESIDENT & PROVOST

The inaugural **Access Connections Day**, held on March 4, 2020, brought together close to 100 U of T faculty and staff working on access initiatives across U of T's three campuses. This gathering encouraged discussions about a range of issues, including funding options, peer mentorship, support services, and the importance of working collaboratively with internal and external partnerships. It provided an opportunity for those building, championing, and improving these critical U of T programs to learn from one another and to uncover shared goals. Many who attended appreciated networking with those leading access work, while others spoke to challenges regarding how to set up new programs, whom to contact for advice, and how to financially support such initiatives to ensure they are sustainable.

Led by Professor Ann Lopez, Provostial Advisor on Access Programs, Access Connections Day builds on the University of Toronto's longstanding commitment to outreach and access and is part of the Provost's vision for access.

Black Access to Educational Excellence

UTM REGISTRAR'S OFFICE

Launched in October 2020, the **Black Access to Educational Excellence** (BAEE@UTM) initiative assisted Black high school students in their decision-making process about post-secondary education.

Conceived and administered by the **Office of Student Recruitment and Admissions in the Office of the Registrar**, the initiative introduced prospective Black students to current UTM Black students, faculty, and a robust network of resources dedicated to providing ongoing support throughout their post-secondary studies.

Since the launch of BAEE@UTM, 44 unique event engagements took place with 385 prospective and community leads generated and more than 200 prospective students hosted. BAEE@UTM is receiving community recognition and support and has expanded its outreach to Guidance & Teacher contacts, school boards, and community associations. Initial qualitative survey data gathered from schools and community partners supports the early positive impact that BAEE@UTM is having on Black students.

Transitional Year Program

UTSC OFFICE OF VICE-PRINCIPAL ACADEMIC & DEAN

The **Transitional Year Program (TYP)** is a full-time, eight-month access-to-University program that emerged from protest and liberation movements rooted in Black and Indigenous communities.

TYP began in 1970 when student activists insisted on access to post-secondary education and saw U of T as a place where they could thrive.

In 2020, **UTSC welcomed its own cohort of ten students** from communities where few people have had access to higher education. Black, Indigenous, and LGBTQ2S+ people, sole-support parents, people with disabilities, and others can turn to TYP to facilitate access to academic advising, accessibility services, counselling, and funding support. They take courses in sociology, writing, Indigenous and Black literature, and quantitative and scientific reasoning, along with a seminar that introduces them to University life.



Black Graduate Student Excellence Bursary

SCHOOL OF GRADUATE STUDIES

In 2020, the School of Graduate Studies (SGS) partnered with the University of Toronto Graduate Students' Union (UTGSU) to create, fund, and launch the **Black Graduate Student Excellence Bursary**. This award aims to provide financial support to help improve fair and equitable access to educational opportunities for Black graduate students at U of T. This initiative, which will continue through the 2022-23 academic year, will award up to fifteen \$2,000 need-based bursaries annually to students in their first year of graduate study.

Collective Action and Response for Everyone in Scarborough

UTSC BUSINESS OPERATIONS AND STRATEGIC AFFAIRS

In response to the pandemic, U of T Scarborough quickly mobilized with the City of Toronto and Global Medics, an emergency relief organization, to facilitate a food and hygiene kit packing and redistribution program called **Collective Action and Response for Everyone in Scarborough (C.A.R.E.S)**. The initiative provided immediate assistance to those experiencing barriers to accessing food and basic supplies. C.A.R.E.S took place daily in UTSC's Highland Hall Events Centre from May to August 2020.

With the help of 164 local volunteers, the initiative donated 170,000 lbs of food and 14,000 hygiene kits to 56 food banks, community organizations, and initiatives supporting local residents. C.A.R.E.S. also partnered with Hands Up Toronto (HUT) to host their Feed the Six drive through food pick-up and delivery program.



SECTION 3

CREATE AN INCLUSIVE CULTURE

Re-envisioning organizational systems is critical to creating an environment in which everyone can thrive.

DESIGNING INCLUSIVE SPACES & SYSTEMS

The Division of HR & Equity and its partners across the tri-campus are committed to creating accessible spaces and systems.

In 2020, our community worked to create inclusive and accessible spaces and systems. We made significant modifications to our virtual and physical spaces and developed a range of communications and events about cultural and religious days of recognition. These activities created opportunities for the U of T community to learn and share experiences.



HR & EQUITY INITIATIVES

Black History Symposium

ANTI-RACISM & CULTURAL DIVERSITY OFFICE

Addressing anti-Black racism and promoting Black inclusion in post-secondary education requires us to be in dialogue with community leaders who are advancing this work. On February 6, 2020, the **Anti-Racism and Cultural Diversity Office (ARCDO)** worked in collaboration with the Black History 365 Committee and the Division of HR & Equity to hold the first annual Black History Symposium.

The inaugural event, themed *Complexities of Blackness: Stories Told, Strategies Shared*, provided the U of T community the opportunity to increase the dialogue on the intersectionality of the Black identity and the tools needed to navigate spaces in the post-secondary environment. The event featured a keynote address by Aina-Nia Ayo'dele Grant, Director, Community Resources Section Social Development, City of Toronto, about the initiatives and successes of the Anti-Black Racism Unit within the City of Toronto and the responsibility of post-secondary institutions in combatting anti-Black racism. Following the keynote, 120 staff, faculty, librarians, and students attended a panel discussion on the dynamism of the Black identity and the post-secondary experience with outstanding U of T community members from across our three campuses.

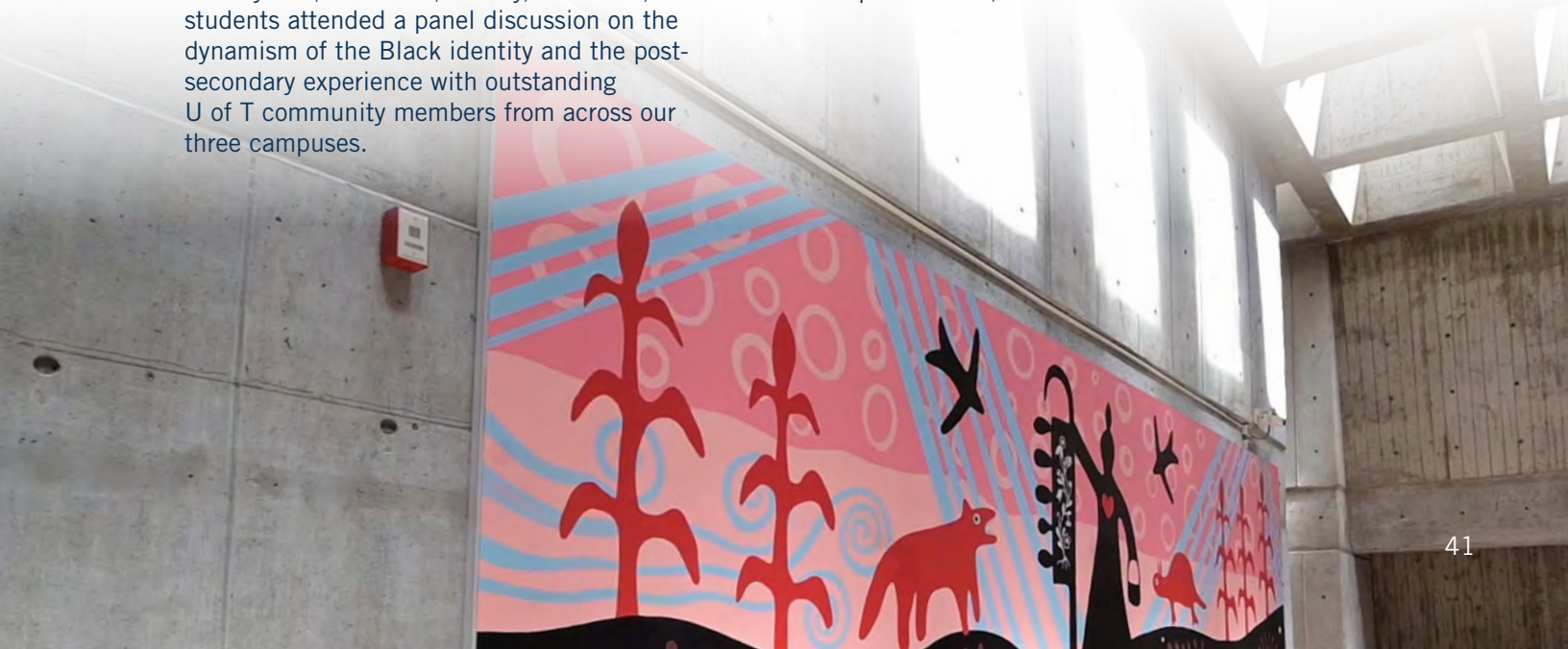
Orange Shirt Day

OFFICE OF INDIGENOUS INITIATIVES

Part of the University's work towards truth and reconciliation involves acknowledging the lived experiences of Indigenous peoples and the intergenerational impacts of residential schools.

On September 30, 2020, the **Office of Indigenous Initiatives**, in partnership with the Division of HR & Equity and Hart House, organized a virtual event on Orange Shirt Day, a national movement to recognize the experiences of residential school survivors. The event included a keynote address by Dr. Niigaanwewidam James Sinclair, Professor in Native Studies at the University of Manitoba, followed by a Q&A session.

In the spirit of reconciliation and healing, many U of T employees working on campus and at home wore an orange shirt to acknowledge that every child matters and to show their solidarity with Indigenous peoples. Organizers of U of T's tri-campus programming also invited members of the U of T community to use the Orange Shirt Day icon as their profile photo and use the virtual backdrop on Teams or Zoom calls the week of September 28, 2020.



Trans Day of Remembrance

SEXUAL & GENDER DIVERSITY OFFICE

Trans and nonbinary people, especially Indigenous, Black, and racialized women, continue to face alarming rates of violence and discrimination in Canada and around the world. Trans Day of Remembrance (TDoR) is observed annually and internationally on November 20 to honour the memory of the trans people who have lost their lives as a result of transphobic violence that year.

In Fall 2020, the **Sexual & Gender Diversity Office (SGDO)** hosted two powerful virtual events: *U of T Trans Day of Remembrance: Coming Together in Solidarity*, hosted live by U of T students and featuring performances by trans and nonbinary artists; and *Strong Together: A TDoR Trans & Nonbinary Community Space*, a virtual space for trans and nonbinary staff, faculty, librarians, and students.

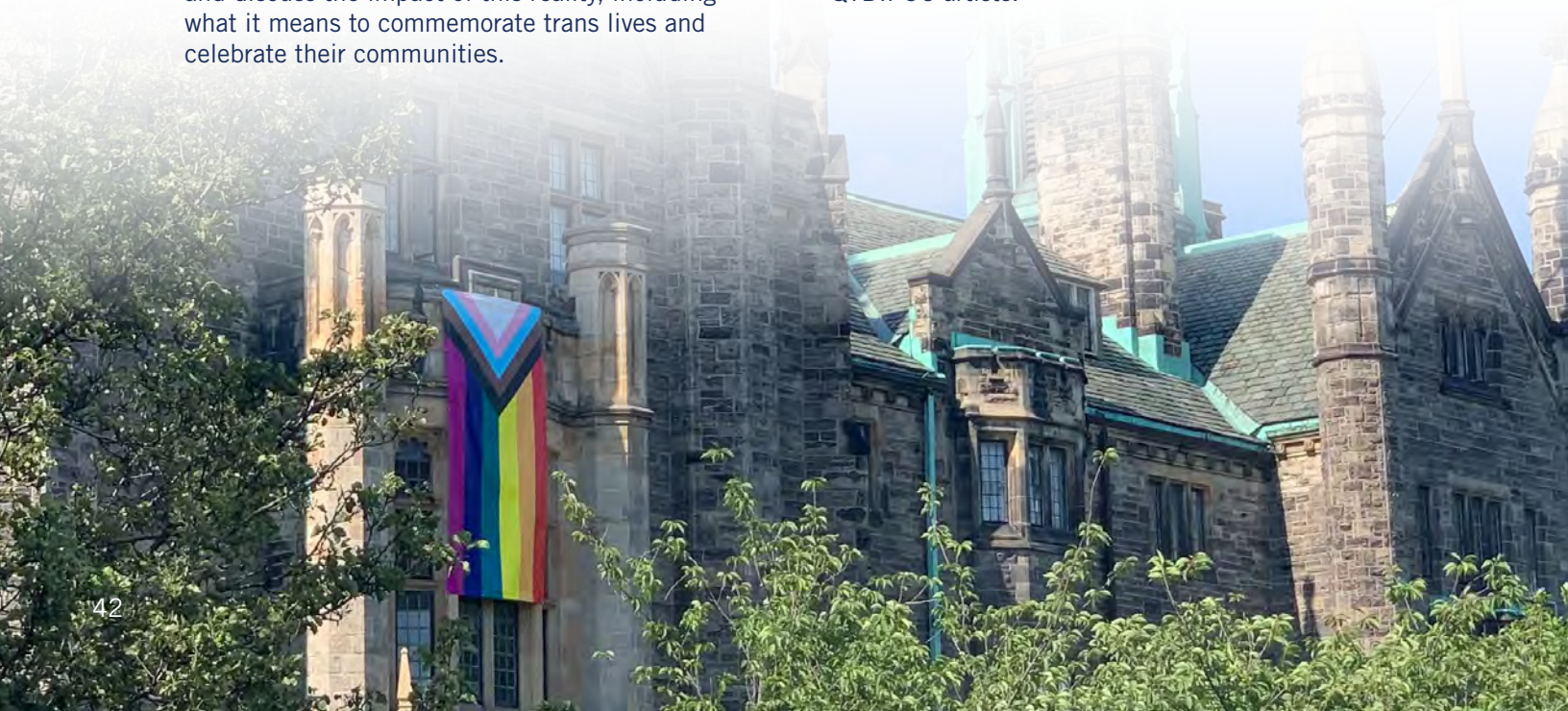
At the former event, participants folded origami flowers to memorialize lives lost and engage in an act of trans community building and resilience. The latter event provided an opportunity for trans and nonbinary folks to connect with one another and discuss the impact of this reality, including what it means to commemorate trans lives and celebrate their communities.

Virtual Pride

SEXUAL & GENDER DIVERSITY OFFICE

As the work of LGBTQ2S+ liberation continues, it is vital to nurture and to celebrate the diversity of our communities, including queer and trans Black, Indigenous, and people of colour who have been at the forefront of our movements. A highlight of **U of T's Pride celebrations** included the inaugural Tri-Campus Pride & Trans Flag Raising: More Colour, More Pride. The new flag adds black and brown stripes to the traditional rainbow flag to highlight the importance of representation and inclusion of queer, trans, Black, Indigenous, and people of colour (QTBIPOC).

As the annual U of T Pride Pub could not take place last year, the **SGDO, First Nations House/Indigenous Student Services, and Hart House** partnered to create the Pride Concert to celebrate the LGBTQ2S+ community at U of T and beyond. The concert showcased an amazing lineup of talented Indigenous LGBTQ2S+ musicians and performers as well as diverse musical genres, ranging from experimental and classical to spoken word, and from traditional Indigenous hand drumming to a deejay set spinning QTBIPOC artists.



International Day of Persons with Disabilities

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT OFFICE

The International Day of Persons with Disabilities (IDPD), first proclaimed by the United Nations (UN) in 1992, promotes the rights and well-being of persons with disabilities and aims to increase awareness of their experiences in all areas of society.

In 2020, the **Accessibility for Ontarians with Disabilities Act (AODA) Office**, the **Anti-Racism and Cultural Diversity Office (ARCDO)**, and **AccessAbility Services (UTSC)** marked this day by co-presenting *The Intersections of Disability and Multiple Identities: Fighting Stigmas, Advancing Opportunities*. This session emphasized the connections between ableism and racism and the tools needed to fight stigma, advance opportunities, and increase the accessibility of racial justice movements. Keynote speaker Dr. Roberta K. Timothy and panelists Rabia Kedr and Meenu Sikand shared powerful accounts of the very real impacts of ableism and racism.

Recruitment Community of Practice

HUMAN RESOURCES & EQUITY

Recognizing the need to assess and enhance recruitment practices on a regular basis, the University established its first-ever Recruitment Community of Practice in October 2020. The group of tri-campus HR professionals discusses a range of critical topics, including EDI in recruitment, employment testing, pre-screening questions, and reference checks.

Discussion topics are chosen based on timely issues identified by all members and based on their daily work. An important objective of this community is to ensure participants benefit from institutional practices that advance the University's equity, diversity, and inclusion goals.



U OF T COMMUNITY INITIATIVES

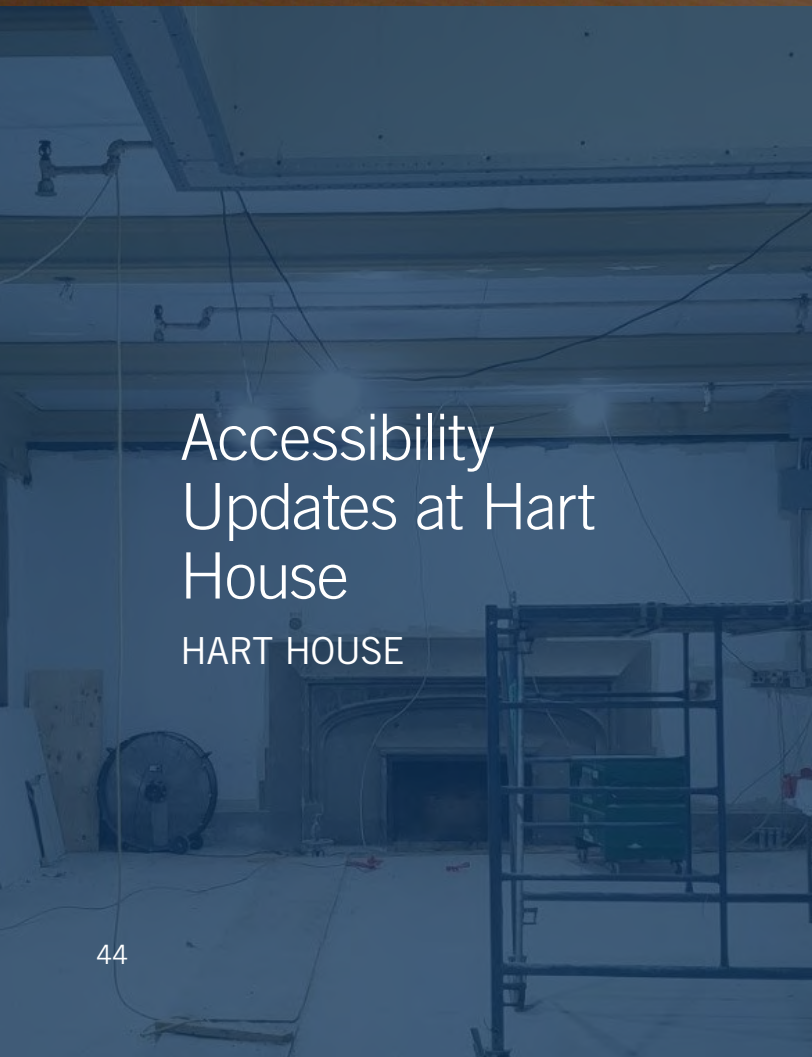
Gender-based Violence in Faith Communities

MULTI-FAITH
CENTRE

Gender-based violence in faith communities is a complex and multi-layered issue impacting women and gender diverse people from all faith groups. Many women in faith communities experience intersecting barriers to equity, based on their intersecting identities as they relate to religious, social, cultural, and patriarchal norms.

The Multi-Faith Centre recognized and promoted discussion about these barriers to recognize International Women's Day in March 2020.

The session *Addressing Gender-based Violence in Faith Communities* highlighted the work of leading academics and activists on how faith-based communities are responding to gender-based violence. Experts sharing resources included Dr. Guila Benchimol, Senior Advisor at the Centre for the Study of Social and Legal Responses to Violence at the University of Guelph; Manvinder Gill, Research Coordinator with Laadliyan Celebrating & Empowering Daughters of Brampton, ON; and Sidrah Ahmad-Chan, PhD student, Adult Education and Community Development, Ontario Institute for Studies in Education.



Accessibility Updates at Hart House

HART HOUSE

Building accessible and inclusive spaces at U of T ensures that all members of our community can learn, work, and play.

In 2020, **Hart House** worked on several projects that will lead to the improved accessibility of their spaces. With its campus partner organization, the **University of Toronto Students' Union (UTSU)**, Hart House made important strides towards creating a more accessible space.

The UTSU generously donated \$100,000 to support the creation of a Universal Washroom on the basement level of Hart House. In partnership with Angela-Mashford Pringle of the **Waakebiness-Bryce Indigenous Health Unit at Dalla Lana School of Public Health**, Hart House also renovated the main floor of the Hart House Farm's Ignatieff building to include an accessible ramp into the building, flooring to create contiguous hard-surface throughout the main floor, fully accessible bathroom facilities, and automatic door openers.

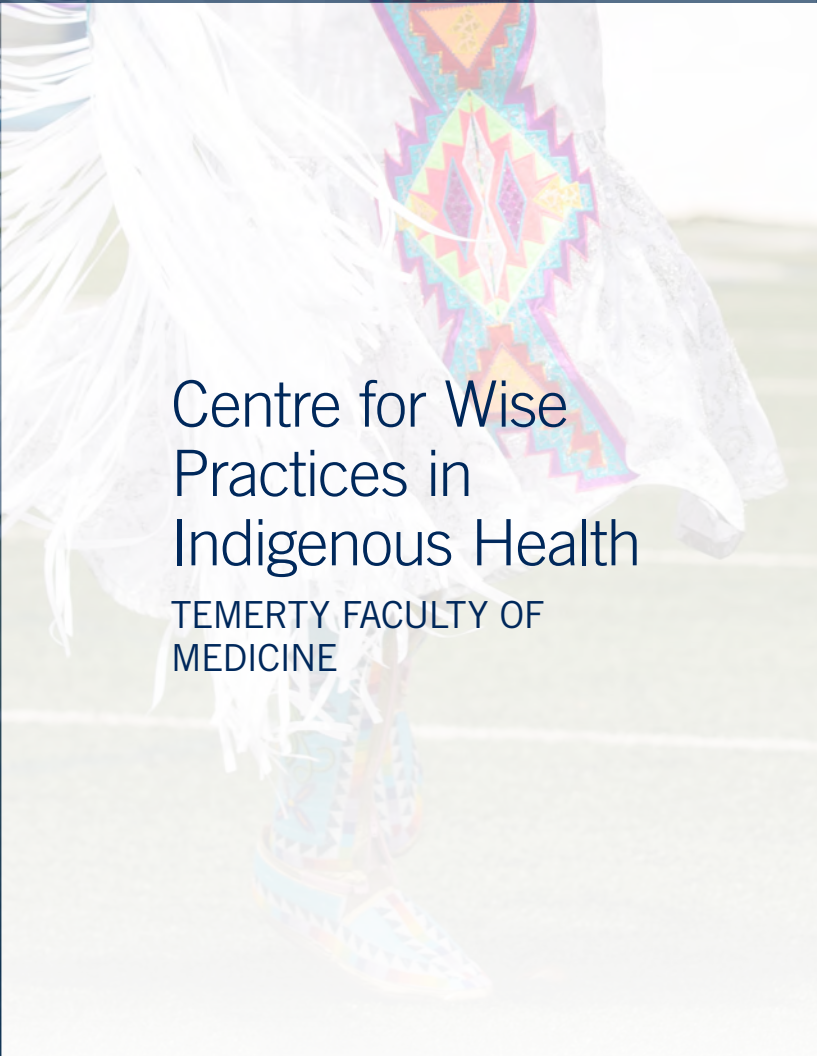


Centre for Global Disability Studies

UTSC OFFICE OF
VICE-PRINCIPAL
ACADEMIC & DEAN

Building an inclusive community involves supporting research that works to understand and address intersectional barriers faced by persons with disabilities.

In 2020, UTSC established the **Centre for Global Disability Studies (CGDS)**, an innovative new research centre that brings together faculty members, graduate students, postdoctoral researchers, and others conducting anti-ableist, intersectional, and interdisciplinary social science and humanities disability studies research across U of T. CGDS supports transdisciplinary research in disability studies and promotes a transnational, anticolonial approach to advancing the field of disability studies, with a strong commitment to interdependence, accessibility, and disability justice. Seeking to improve the campus climate for researchers and audiences with disabilities across U of T, CGDS supports critical conversations that advance new ways of thinking about disability.



Centre for Wise Practices in Indigenous Health

TEMERTY FACULTY OF
MEDICINE

Members of the Indigenous community experience a range of barriers to accessing effective, culturally appropriate, and responsive healthcare support.

In order to better serve Indigenous community members, Women's College Hospital, in collaboration with the **Temerty Faculty of Medicine**, launched a new **Centre for Wise Practices in Indigenous Health and Office of Indigenous Health (U of T) Gathering Place at Women's College Hospital** in November 2020. The Centre will address and close health gaps experienced by Indigenous peoples.

The Gathering Place will provide a dedicated area for Indigenous learners, staff, faculty, community members, and partners from various organizations to safely access traditional medicines, exercise Indigenous ceremonial practice rights, and engage with Elders, Knowledge Keepers, and Traditional Practitioners and Educators. It will also host educational and community-centred activities, such as healing and counselling sessions, workshops, small symposiums, and mentorship initiatives.



Digital Tamil Collections

UTSC LIBRARY

In 2020, the **UTSC Library** worked in partnership with Tamil-speaking community members and faculty to build and enhance the Library's Tamil collections. Joining community-driven initiatives across the tri-campus, the new **Digital Tamil Collections** represent the Library's commitment to partnering with community members for digital collections development.

To support multilingual metadata development, the project team developed a Tamil Data Dictionary which provides mapping and guidance for creating Tamil metadata.

These tools will serve a wide, diasporic community of Tamil-language speakers and include the development of the **Chelvanayakam Digital Collection**. Simultaneously, the Digital Tamil Studies project worked with key Tamil computing partners and Scarborough community groups to increase the volume and availability of open Tamil data and enhance Tamil computing. The Digital Tamil Studies project also provided paid digital scholarship training opportunities to Tamil students through the Brenda Beck Digital Fund.



Teaching & Learning Support with Accessibility in Mind

THE CENTRE FOR
TEACHING SUPPORT &
INNOVATION

The COVID-19 lockdown and the University's shift towards a fully digital working and learning environment challenged us to develop inclusive and accessible virtual strategies.

In response to this shifting need, the **Centre for Teaching Support & Innovation (CTSI)** worked in collaboration with the Teaching Assistants' Training Program, Academic and Collaborative Technologies Support, and Online Learning Strategies to develop a range of resources, accessibility webinars, online roundtables, and working groups to integrate accessible learning and teaching tools across the institution. CTSI focused on designing equitable, inclusive, and culturally responsible learning spaces through effective pedagogies and accessibility-responsive use of educational technology tools.

The CTSI team also conducted a range of individual, departmental, and divisional consultations to provide equitable, inclusive, and culturally responsible learning spaces.

INTEGRATING STRATEGIC EDI PRINCIPLES

Embedding the principles of equity, diversity, and inclusion into all our institutional activities—from hiring and recruitment to teaching and research—is fundamental to creating a lasting culture of inclusion at the University of Toronto.

In 2020, the Division of HR & Equity, along with divisions, units, and campuses across U of T, established committees, shared best practices, and collected data not only to establish local and institution-wide frameworks, but also to measure our progress to date and identify what still needs to be done.



Pulse Survey

HUMAN RESOURCES & EQUITY

With the significant and prolonged period of change in 2020, it was even more important that the needs and expectations of U of T staff, faculty, librarians, and community members be understood and addressed. From September to November 2020, the Division of HR & Equity invited staff, faculty, and librarians to participate in pulse surveys to learn more about employee experiences during the COVID-19 pandemic and to improve understanding of employee concerns.

The surveys included specific questions about employee mental health and well-being as well as employees' ability to maintain a good work-life balance during the pandemic.

Survey data informed new employee supports and allowed the Division of HR & Equity to provide inclusive and responsive programs.

Clinical Faculty Equity Survey

HUMAN RESOURCES & EQUITY

In 2020 the HR Strategic Initiatives unit supported the development of the Clinical Faculty Equity Survey, providing **Toronto Academic Health Science Network (TAHSN)** members with self-identification information for their Canada Research Chairs-eligible populations.

An interim solution while hospitals develop and operationalize their own broader employment equity surveys to capture data for their researchers, clinicians, and staff, this special survey will aid hospitals in completing the employment systems reviews required as part of each institution's **Canada Research Chairs EDI Action Plan** by identifying systemic barriers faced by the four designated groups (women, persons with disabilities, Indigenous peoples, and members of visible minorities).

U OF T COMMUNITY INITIATIVES

Campus Curriculum Review

UTSC OFFICE OF VICE-PRINCIPAL ACADEMIC & DEAN

A priority of the **UTSC Strategic Plan, Inspiring Inclusive Excellence**, strives to ensure that the campus' commitment to inclusion, Indigeneity, and anti-racism is reflected across all programs and embedded in the curriculum and in pedagogical approaches and supports. UTSC initiated a campus-wide curriculum review in Fall of 2020 to assess UTSC's current standing in achieving these goals and to inform a plan for action. This review focuses on Indigenous ways of knowing, Black knowledges, racialized perspectives, and international and intercultural experiences.

A Working Circle of 27 staff, faculty, and students has been established to collectively assess pathways to ensure that these elements, and related inclusive learning approaches in teaching and course design, are embedded across programs and in UTSC pedagogical supports. Initial recommendations and calls to action will be ready in Summer 2021.

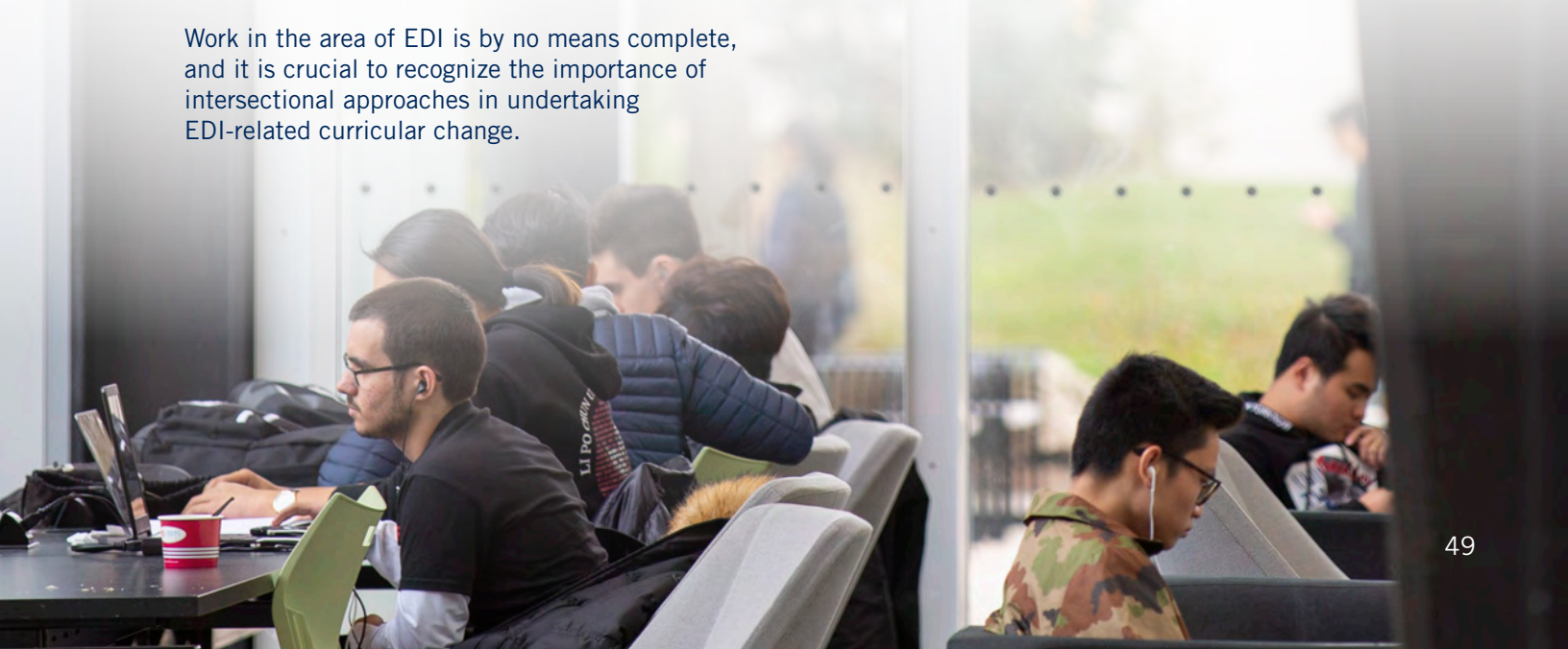
Work in the area of EDI is by no means complete, and it is crucial to recognize the importance of intersectional approaches in undertaking EDI-related curricular change.

Canada Research Chairs: U of T's Equity, Diversity & Inclusion Action Plan

VICE-PRESIDENT, RESEARCH & INNOVATION

The **U of T Canada Research Chairs (CRC) Equity, Diversity & Inclusion Action Plan** guides the University's efforts to ensure the representation of individuals from the federally designated groups—women, persons with disabilities, Indigenous peoples, and members of visible minorities—among Canada Research Chairholders across the University.

In 2020, the **Division of the Vice-President, Research & Innovation (VPRI)** continued to support implementation of the Action Plan and made ongoing improvements to the institutional guide to nominations and renewals, which provides academic units and divisions with best practices that promote equitable CRC recruitment and selection processes.



Equity, Diversity, Inclusion & Accessibility Advisory Committee

STUDENT LIFE,
ST. GEORGE CAMPUS

Co-chaired by the Vice-Provost, Students and the Executive Director, Equity, Diversity & Inclusion, the **Student Life Equity, Diversity, Inclusion & Accessibility (EDIA) Advisory Committee** was established in September 2020.

With a focus on the staff experience, the primary role of the committee is to gather feedback and develop EDIA principles aligned with University priorities. The committee has 4 key areas of focus: eliminating barriers in practices and processes; expectations, culture and commitment; learning and development; and recruitment practices and retention. The committee has created opportunities for engagement via an anonymous feedback form and a town hall event.

The Advisory Committee will share its final report in Summer 2021. This report will articulate a vision for how the proposed recommendations can be integrated into the everyday experience and working environment for staff in St. George Student Life.

U of T Student Equity Census

OFFICE OF THE
VICE-PROVOST, STUDENTS

Developed by the **Office of the Vice-Provost, Students**, with input from the Institutional Equity Office, the first-ever **U of T Student Equity Census** launched in November 2020.

This voluntary survey will help the University address systemic barriers to inclusion and build a stronger foundation for its Faculties, programs, and co-curricular activities to support underrepresented communities. Open to all undergraduate and graduate students enrolled at U of T, the Student Equity Census asks students seven demographic questions about gender identity, sexual orientation, Indigeneity, racial and/or ethnocultural identity, disability, and educational attainment of their parent or guardian. Responses to the survey are confidential and only aggregate data from the survey will be published.

To ensure this data is used to benefit students, an Advisory Roundtable of staff, faculty, librarians, and students was established to review feedback on the census and provide guidance on how to best report, share, and use this data for meaningful change.

Anti-Oppression & Inclusion Curriculum Community Repository

FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION

In 2020, the **Faculty of Kinesiology & Physical Education (KPE)** Anti-Oppression and Inclusion Curriculum Working Group generated ideas and developed tools for supporting instructors in their efforts to integrate anti-racist practices throughout their undergraduate and graduate teaching.

Chaired by Professor Catherine Amara, the Working Group of staff, faculty, and students developed a dynamic online community repository of resources to support instructors in their efforts to further develop and integrate anti-racist pedagogical practices across all individual undergraduate and graduate courses. Maintaining and building this repository will be an ongoing endeavour.

The BIPOC Varsity Association

FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION

In Summer 2020, current and past **Varsity Blues** athletes met with the **Faculty of Kinesiology & Physical Education (KPE)** to discuss the BIPOC athlete experience within the Varsity Blues sports program, with a focus on improving sport culture on campus for Black and Indigenous athletes. With a commitment from Sport & Rec and KPE to support anti-racism work within Varsity Blues, the athletes formed the **BIPOC Varsity Association (BVA)** to develop student athlete-led initiatives that create much-needed change.

With an executive team of current athletes and alumni, the BIPOC Varsity Association focuses on bringing greater awareness to racism within University sport, organizing educational sessions for athletes and coaches on Black athletes' experiences, and supporting the formation of similar associations across Canadian universities.

In future, the BVA aims to implement a BIPOC athlete mentorship program, collect race-based data in collaboration with **KPE's Indigeneity, Diaspora, Equity, and Anti-Racism in Sport Lab**, and further its community-building efforts.





LOOKING FORWARD –
A MESSAGE FROM
KARIMA HASHMANI,
EXECUTIVE DIRECTOR,
EQUITY, DIVERSITY &
INCLUSION

2020 was a year that challenged us to think critically and act with intention.

This year's report provides a snapshot of the institutional EDI initiatives implemented across U of T, highlighting the many ways in which the U of T community came together to build capacity, identify opportunities, and implement systemic change across the institution.

It was a year that required us to be bold and unapologetic in our commitment to equity, Indigeneity, and justice, challenging us to go beyond checking off boxes and to implement meaningful and sustaining change.

We offered EDI resources and supports in 2020, working together to hold healing circles and community spaces on anti-Black racism, anti-Indigenous racism, and faith-based discrimination; develop resources; offer timely and relevant training; and provide strategic advice and support to divisions and faculties across the institution. The initiatives highlighted in this report not only reflect the University's commitment to advance EDI, but are also the result of the work of countless students, staff, librarians, faculty, and a dedicated institutional equity team to model what Inclusive Excellence is at U of T. This work is challenging, and is deeply appreciated.

I would like to also thank the many community members from across U of T, including Connections & Conversations, Task Force, and working group members, who dedicated countless hours to advising, partnering, and engaging on important initiatives this year. Your work and commitment are valued, inspirational, and appreciated.

The events of the past year changed from conversation to action as we witnessed during the National Dialogues and Action. Remaining silent and neutral is no longer an option. As an institution, we took the time to listen, learn, and build community. We worked to evaluate our practices and responded to calls for action, asked critical questions about incorporating equity into our institutional processes to foster an inclusive culture. It requires every member of our community to engage in a continuous journey of learning and unlearning, with agency and humility. This work also compels us to be transparent and accountable, to take steps to not only identify but also eliminate systemic barriers.

The only way to do this is to ensure the engagement and inclusion of Black, Indigenous, Racialized, LGBTQ2S+, and persons with disabilities in decision-making. We have an opportunity now to double down on action and use less rhetoric.

Our goal for 2021 is to deepen and expand our work across the tri-campus. We will continue to support the community and design initiatives that address the systemic inequities impacting equity-deserving communities at U of T. In the coming year, we plan to focus on key EDI initiatives that will increase our capacity to support the needs of the U of T community. Our key goals for 2021 include:

- Support the implementation of the Anti-Black Racism Task Force recommendations and the *Scarborough Charter*.
- Advance the work of our Anti-Semitism and Anti-Islamophobia Working Groups
- Continue to be accountable to *Answering the Call Wecheehetowin: Final Report of the Steering Committee for the University of Toronto Response to the Truth and Reconciliation Commission of Canada*

As we embark on another year of change, I encourage the U of T community to connect with the Institutional Equity team and the Office of Indigenous Initiatives to learn more about the work being implemented across our institution. 2021 will be a busy year for our team and we look forward to collaborating with the larger U of T community to bring these EDI initiatives to life. If you are interested in learning more about our work and the EDI initiatives we have planned for 2021, visit the HRE website, where you can find the latest news, stories, and updates on EDI programming across the institution or get in touch with me directly at Karima.Hashmani@utoronto.ca.

The engagement and commitment we witnessed from the U of T community in 2020 has been nothing short of inspiring. We hope to continue to learn and build on the momentum we have generated over the past year. Every person, every perspective, every action is valuable and needed on this journey. Our goal is to harness the power of community to advance deeper EDI work across our institution in 2021. We have much more incredible work left to accomplish together. We hope you will join us in advancing EDI across U of T and beyond.



Karima Hashmani,
Executive Director,
Equity, Diversity & Inclusion

EQUITY, DIVERSITY & INCLUSION REPORTS



ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT REPORT 2020-2021

The **Accessibility for Ontarians with Disabilities Act (AODA) Report** demonstrates how the University is meeting compliance and adhering to its accessibility plan. The report outlines the significant work occurring across all three campuses, multiple divisions, and various departments to advance an accessible University environment. The report also identifies U of T's broad commitments to accessibility and inclusion and its plans to excel in AODA compliance.



REPORT ON EMPLOYMENT EQUITY 2020

The **Report on Employment Equity 2020** provides a snapshot of the composition of the University's tri-campus employees in 2020. Together with the Equity, Diversity & Inclusion and HR & Equity annual reports, it highlights the University's progress in attracting and retaining diverse talent. Where possible, the information collected and reported in this report is compared with data reported in previous years. The data findings in this report are collected through the University's Employment Equity Survey.



HUMAN RESOURCES & EQUITY ANNUAL REPORT 2020

The **HR & Equity Annual Report** highlights some of the most impactful initiatives from HR & Equity between January and December 2020 and offers insight into how they support U of T's diverse and talented workforce. The report includes a special section on HR & Equity's critical work during COVID-19. HR & Equity played an essential role in the University's pandemic response while maintaining focus on our mission, vision, and values.

Equity, Diversity & Inclusion Reports



OFFICE OF INDIGENOUS INITIATIVES ANNUAL REPORT

The Office of Indigenous Initiatives Annual Report 2019-2020 documents the many ways in which new and ongoing projects at U of T are addressing the Calls to Action identified by U of T's Truth and Reconciliation Commission Steering Committee. The University has welcomed many new Indigenous faculty and staff members to our community, and facilitated the designation of Indigenous spaces on campuses.



REPORT OF THE UNIVERSITY OF TORONTO ANTI-BLACK RACISM TASK FORCE

The Report of the University of Toronto Anti-Black Racism Task Force outlines 56 recommendations in 7 key areas. The report also provides additional background and detail for each recommendation, along with suggested timelines for implementation to help prioritize and focus the University's efforts. The Task Force offers these recommendations as part of the wider, ongoing efforts by post-secondary institutions to address anti-Black racism in Canada. The recommendations provide a blueprint for a path forward by reimagining University policies, practices, and processes to support a more inclusive and welcoming community for all. The University accepts and embraces all of the recommendations of the Task Force.



SEXUAL VIOLENCE PREVENTION AND SUPPORT CENTRE 2019-2020 REPORT

The **Sexual Violence Prevention and Support Centre 2019-2020 Report** summarizes the Centre's work over the 18-month period from January 1, 2019 to June 30, 2020. The Centre raises awareness about sexual violence prevention with workshops, training, and campaigns. Under the University's Policy on Sexual Violence and Sexual Harassment, the Centre also provides support and accepts disclosures and reports of sexual violence.



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