



UNIVERSITY OF
TORONTO

EDI Report 2020

OFFICE OF THE VICE-PRESIDENT,
HUMAN RESOURCES & EQUITY



2020: A Year of Impact

Throughout this extraordinary year, Institutional Equity at U of T:

- provided critical **EDI advice, support, and strategic direction** to the University community.
- created important **community spaces** that fostered connection, belonging, and learning.



COVID-19 and Creating Inclusive Environments

We worked to ensure that all our COVID-19 resources were inclusive and designed to support our community.

Report highlights:

- [Wellness and Working from Home Toolkit](#)
- [Best Practices for Leading and Managing Remotely Guide](#)
- [Returning to Campus During COVID-19: Keeping Accessibility in Mind Guide](#)



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Institutional Response to Systemic Racism

We collaborated with our tri-campus partners to develop and implement critical anti-racism initiatives that aim to address individual, institutional, and structural forms of racism at U of T.

Report highlights:

- Institutional Anti-Black Racism Task Force
- National Dialogues and Action for Inclusive Higher Education and Communities
- Anti-Semitism Working Group
- Anti-Islamophobia Working Group



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Build and Enhance Capacity

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

Report highlights:

- Anti-Racism and Cultural Diversity Office (ARCDO) sessions & workshops
- Accessibility for Ontarians with Disabilities Act (AODA) Office Training
- Microaggressions and Allyship Campaign
- Anti-Racism & Mental Health Panel



Invest in People

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.

Report highlights:

- Restore @ U of T
- Connections & Conversations
- *Your Journey: A Career Guide for Trans and Nonbinary Students*
- Access Programs University Fund
- Black Graduate Student Excellence Bursary



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Create an Inclusive Culture

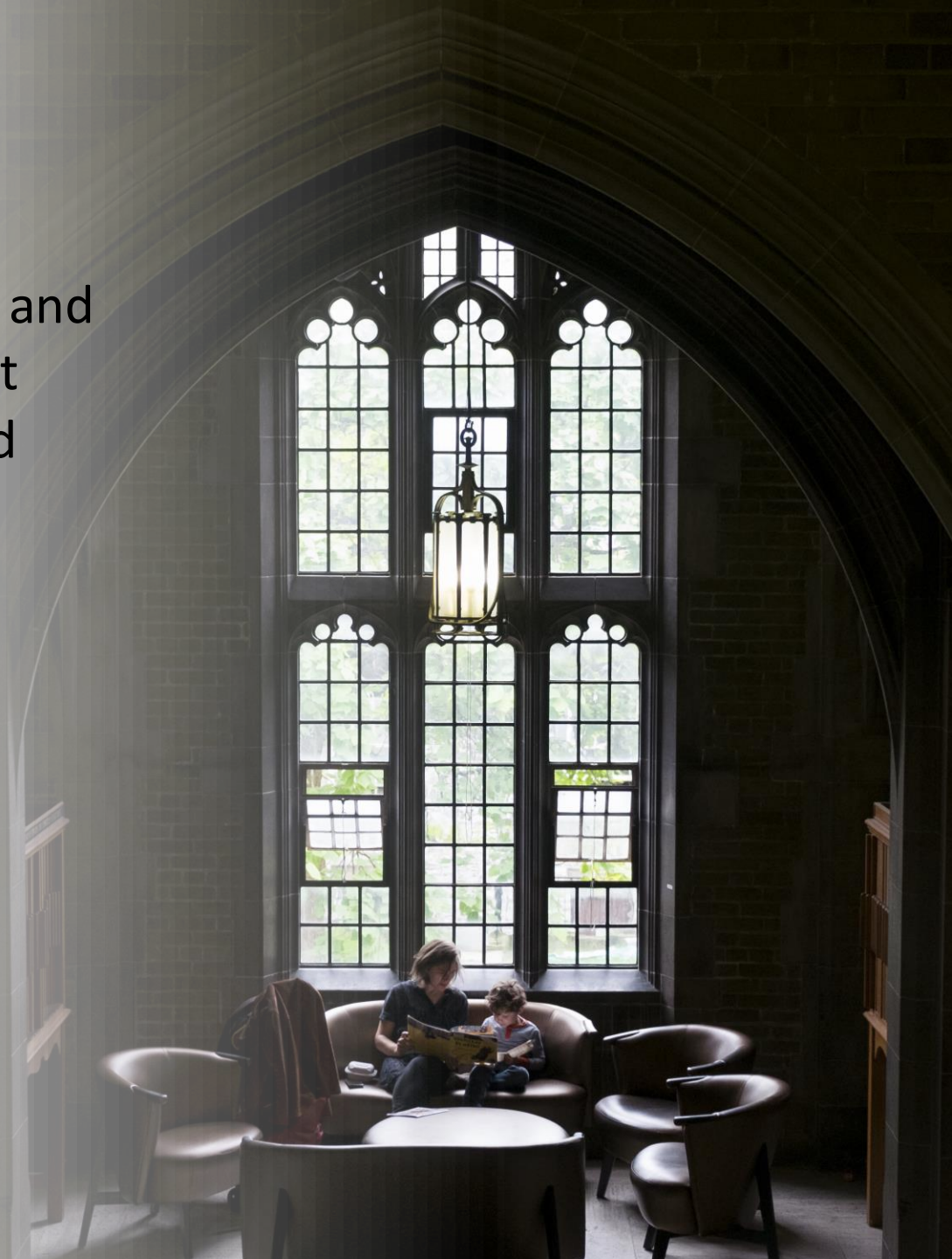
In 2020, our community worked to create inclusive and accessible spaces and systems. We made significant modifications to our virtual and physical spaces and developed a range of communications and events about cultural and religious days of recognition.

Report highlights:

- Orange Shirt Day 2020
- Black History Symposium
- Accessible upgrades to Hart House



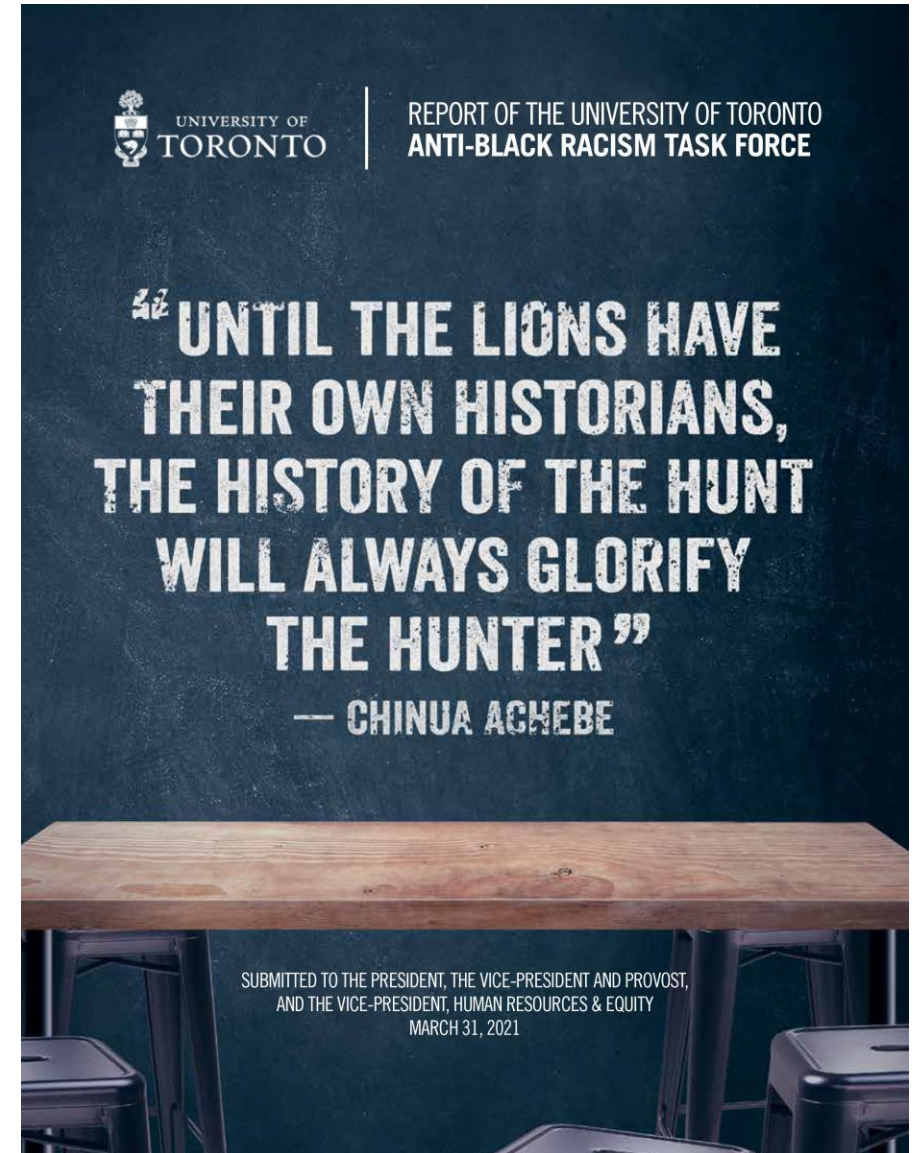
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Looking Forward

Our key goals for 2021-22 include:

- Supporting the implementation of the 56 recommendations from the Anti-Black Racism Task Force and recommendations of the *Scarborough Charter*
- Advancing the work of our Anti-Semitism and Anti-Islamophobia Working Groups
- Providing strategic EDI support and expertise to faculties, divisions, and campuses across the institution



The image features a soft-focus background of a classical building with a series of columns. In the foreground, several autumn leaves in shades of yellow and orange are visible, partially obscuring the view of the building. The overall lighting is bright and airy, suggesting a sunny day.

Questions