



UNIVERSITY OF
TORONTO

2021 People Strategy, Equity & Culture Annual Report

OFFICE OF THE VICE-PRESIDENT,
PEOPLE STRATEGY, EQUITY & CULTURE





January - December 2021

A New Era

As the Division of People Strategy, Equity & Culture, we will focus our activities on ensuring that every member of our community—from students to faculty, librarians, and staff—feels seen and heard at the University of Toronto.



The future of work at the University of Toronto

In 2021 we made considerable progress on our plans to meet the future of work at the University of Toronto.

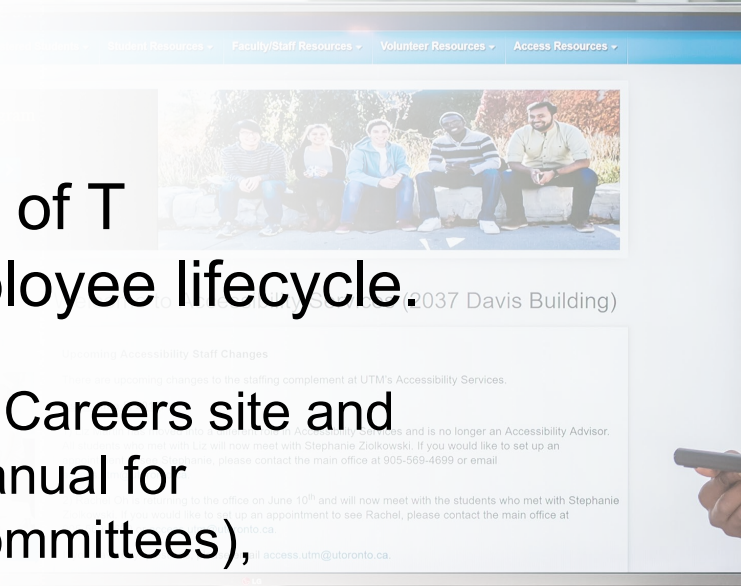
- Identified challenges and opportunities of hybrid work as well as the importance of in-person work in supporting our students, faculty, librarians, and staff
- Responded to COVID-19 while envisioning how we can apply lessons learned to our recovery



Supporting employees from recruitment to retirement

We developed new strategies to support U of T faculty, librarians, and staff across the employee lifecycle.

- Helped update the Diversity statement on U of T Careers site and collaborated on Diversity in Recruitment Staff Manual for Hiring Managers, Interview Panelists (Search Committees), and HR Consultants and Advisors
- Gathered & shared data to map out how different racial groups are affected at each step of the recruitment process and identified trends in employee migrations throughout their career
- Launched the University Pension Plan (UPP)



Enhancing employee experiences

We continued to enhance employee experiences at U of T. One critical strategy involved fostering relationships with union partners, employee groups, and the faculty association.

- Negotiated responsive agreements to mitigate impact of pandemic
- Co-created language in renewed and new collective agreements to support EDI, sustainability, well-being

18,300 Unionized Employees
27 Bargaining Units
5 Unrepresented Staff Groups

5 Collective Agreements Renewed
2 New Collective Agreements:
CUPE 3902 – Unit 6 and
USW Local 1998



Intentionally advancing our culture & promoting inclusion

Both across our Division and across the University, we worked to honour our commitments to institutional reports and strategic tables:

- Answering the Call: *Wecheehetowin*
- Final Report of the Anti-Black Racism Task Force
- Scarborough Charter
- Final Report of the Antisemitism Working Group

Upcoming:

- Anti-Islamophobia Working Group
- Anti-Asian Racism Working Group

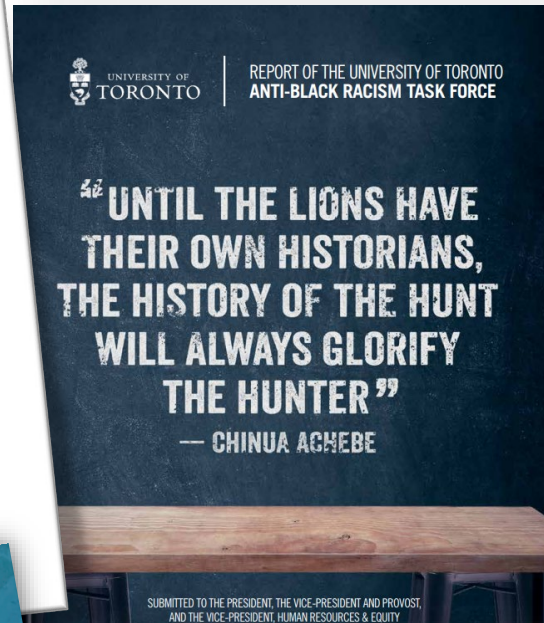
commitments.utoronto.ca



The Transition of LEWIS WOLF by Lisa Rubin M.Sc. candidate, Faculty of Medicine

Answering the Call Wecheehetowin

Final Report of the
Steering Committee for the University of Toronto
Response to the Truth and Reconciliation Commission of Canada

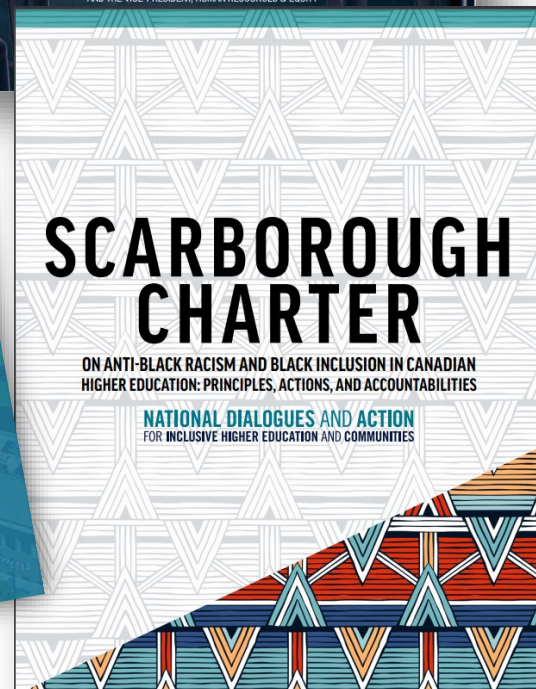


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REPORT OF THE UNIVERSITY OF TORONTO
ANTI-BLACK RACISM TASK FORCE

“UNTIL THE LIONS HAVE
THEIR OWN HISTORIANS,
THE HISTORY OF THE HUNT
WILL ALWAYS GLORIFY
THE HUNTER”
— CHINUA ACHEBE

SUBMITTED TO THE PRESIDENT, THE VICE-PRESIDENT AND PROVOST,
AND THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY



SCARBOROUGH CHARTER

ON ANTI-BLACK RACISM AND BLACK INCLUSION IN CANADIAN
HIGHER EDUCATION: PRINCIPLES, ACTIONS, AND ACCOUNTABILITIES

NATIONAL DIALOGUES AND ACTION
FOR INCLUSIVE HIGHER EDUCATION AND COMMUNITIES

UNIVERSITY OF TORONTO

Report of the University of Toronto
Antisemitism Working Group

Submitted to the President, the Vice-President and Provost,
and the Vice-President, People Strategy, Equity & Culture

December 2021

Looking Ahead

- **Be accountable** to our community
- **Build connections** and **enhance communication** within our community
- **Foster external relationships** that broaden our institutional impact and expertise
- **Create resources** for the University community that improve access to information; inform decision-making; and expand knowledge, skills, and understanding about safety and inclusion
- **Assess** what we have done – **to do better**

Questions?

people.utoronto.ca/about/reports



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