



UNIVERSITY OF
TORONTO

Equity, Diversity & Inclusion Annual Report 2021

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



January - December 2021



UNIVERSITY OF
TORONTO

Institutional Commitments

This year the University received guidance and direction for implementing change across our three campuses.

Three new documents released:

- The Anti-Black Racism Task Force Report
- The Scarborough Charter
- The Antisemitism Working Group Report

Ongoing commitment to: **INCLUSION**

- Answering the Call: *Wecheehetowin*: Final Report of the Steering Committee for the University of Toronto Response to the Truth and Reconciliation Commission of Canada



Inclusive Leadership and Systems Change

Our vision for change recognizes everyone's individual needs and prioritizes our shared responsibilities.

- Equity Data Collection
- Access and Recruitment
- Building Community Networks
- Impacting Process and Practices
- Intentional EDI Action Planning



Community Experience of Belonging

Equity work is most meaningful when outcomes reflect the community's diverse range of ideas, perspectives, and lived experiences.

- Community and Affinity Groups
- Inclusive Education Programming
- Equity and Innovation in Curriculum

Changing Our Institutional Culture

Collaborative community partnerships are vital to changing our institutional culture.

- Centring Community Partnerships
- Investing in Change

Looking Ahead

- Create initiatives that **avoid silos** and recognize the **multiple identities** that our students, faculty, librarians, and staff may hold
- Define institutional EDI goals and priorities with **measurable action plans**
- Increase **consultations** and seek **recommendations** from the University community
- Create and foster inclusive and anti-racist strategies across our three campuses that support **sustainable change**

Questions?

people.utoronto.ca/about/reports