



# Equity, Diversity & Inclusion Report 2023

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



UNIVERSITY OF  
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# Institutional Equity Office

1

**Advancing Inclusive Leadership & Equitable Systems Change**

2

**Fostering Community Experience of Belonging**

3

**Sustaining an Institutional Culture of Inclusion**



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# Anti-Asian Racism Working Group

- Final Report entrusted in 2023
- University leadership accepted all 40 recommendations



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[commitments.utoronto.ca](https://commitments.utoronto.ca)

## Institutional Equity Commitments

Follow U of T's progress in addressing recommendations from our equity, diversity, and inclusion working groups.



University of Toronto  
**ANTI-ASIAN RACISM WORKING GROUP**  
Final Report



# EDI Report: Key Themes



**Increasing Access, Attracting Talent**



**Enhancing Current Experiences**



**Forging Future Pathways**



**On the Horizon**



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# Increasing Access, Attracting Talent

Faculties, divisions, and campuses are working to ensure that people from a wide range of backgrounds and experiences can imagine themselves studying at U of T and building a career here.

- Enrichment Academy
- PharmPath at Leslie Dan Faculty of Pharmacy
- Inclusive recruitment



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# Enhancing Current Experiences

Our tri-campus community is creating programs and initiatives to support an experience of belonging for current students, staff, faculty, and librarians.

- Black Opportunities Fund
- Equity-Focused Conversations and Workshops for Campus Leadership at UTSC
- BIPOC Coaching Student Circles at iSchool
- Art Refresh at Faculty of Music



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# 2023 Employment Equity Survey Updates



**Now includes Religious or Spiritual Affiliation**



**Updated or Additional Options** under Indigenous Identity, Ethnocultural Identity, Gender Identity, and Sexual Orientation



**Revised terminology** in the Persons with Disabilities section to “non-evident” and “evident” disabilities



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# 2024 and Beyond

- Faith and Anti-Racism Framework
- Institutional Multi-Year Accessibility Plan
- Efforts to address transphobia and homophobia
- Enhanced e-module offerings for EDI education



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# Questions?

[people.utoronto.ca/about/reports](https://people.utoronto.ca/about/reports)



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