

Equity, Diversity & Inclusion Report 2023

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



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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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Institutional Equity Commitments

commitments.utoronto.ca

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



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



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