



UNIVERSITY OF  
**TORONTO**

# People Strategy, Equity & Culture Report 2024

Office of the Vice-President,  
People Strategy, Equity & Culture





# Invest in People

**Making the University a place where employees want to contribute and develop their careers.**

- Launched an annual cycle of data-sharing with Deans and Chief Administrative Officers
- Expanded the People Leadership Program



UNIVERSITY OF  
**TORONTO**





# Foster an Institutional Culture of Belonging

**Building a strong and unified community that encourages students, faculty, librarians, and staff to be themselves and feel valued for their contributions.**

- Launched the Employees with Disabilities Community Network
- Opened Ziibiing and expanded Indigenous cultural competency training



UNIVERSITY OF  
**TORONTO**



# Be Guided by Our Community

**Consulting and collaborating with students and employees.**

- Appointed inaugural Assistant Director, Faith & Anti-Racism
- Launched the Muslim, Arab, and Palestinian Discrimination Working Group



UNIVERSITY OF  
**TORONTO**



# Prioritize Employee Wellness & Safety

**Helping employees feel supported in their mental and physical wellness.**

- Developed workplace restoration training
- Wellness Review Committee comprehensive assessment of employee wellness supports and services



UNIVERSITY OF  
**TORONTO**

the U of T My Student Support  
Program offers free and  
confidential support for any  
school, health or  
general life concern.  
Available 24/7 in  
multiple languages.  
Call 1-844-451-9700  
for immediate support.





# Think Ahead

**Imagining future possibilities even as we develop proactive solutions.**

- Considering how to integrate cyber risks into the Institutional Framework for Responding to a Crisis or Routine Emergency
- Exploring future-facing technologies, including Generative Artificial Intelligence, to support our work

# 2025 & Beyond

**We will identify strategies to increase our responsiveness and efficiency. Relationship-building will remain central to our work.**

- Facilitate a path forward by supporting difficult conversations and enhancing inclusion on our campuses
- Build our community's capacity to respond effectively to internal and external challenges
- Prepare our employees for technological advances that will enhance their work





# Questions?

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



UNIVERSITY OF  
**TORONTO**

**People Strategy,  
Equity & Culture**