



University of Toronto

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LGBTQ Resources & Programs Annual Report – Executive Summary

The University of Toronto is a remarkably pluralistic community. Here, students staff and faculty of widely divergent backgrounds come together in a climate of respect and dialogue. Some conflict is to be expected and, indeed, welcomed as part of the learning process. Hatred and discrimination, however, are not. This distinction represents a delicate balance that the Office of Lesbian, Gay, Bisexual, Transgendered and Queer (LGBTQ) Resources and Programs must navigate on a daily basis. The Office of LGBTQ Resources and Programs was established in July 1999 and in the spring of 2001 recognizing the Office's role in working with faculty and staff, the mandate of the office was formally expanded to include these additional groups. In support of the expanded portfolio, funding and dual reporting responsibilities expanded to include the Office of the Vice-President, Human Resources along with the Director of Student Affairs, and the provision of funding for a .5 FTE administrative assistant.

These are significant improvements, and the Office continues to work at full to tilt meet the demand and need. This is particularly so considering the growth of the three campuses and the breadth of programs and resources offered. Several issues and on going experiences of harassment occurring in 2002-03 illustrate that the University is a site of intolerance and mere tolerance for LGBTQ identified students, staff and faculty. The University of Toronto, like all universities, is an important source of challenge to dominant ideas about gender and sexuality. Tolerance implies reluctant and limited acceptance, acceptance granted by those in power, acceptance conditioned on good behavior. As a result, change is inconsistent and often dependent on the will of leadership. President Birgeneau's recent message on sexual diversity and the *Stepping Up: 2004-2110* document are both important and significant statements to the leadership and management teams of this University.

Annual Report

July 1, 2002 – June 30, 2003

Preamble

The University of Toronto is a remarkably pluralistic community. Here, students staff and faculty of widely divergent backgrounds come together in a climate of respect and dialogue. Some conflict is to be expected and, indeed, welcomed as part of the learning process. Hatred and discrimination, however, are not. This distinction represents a delicate balance that the Office of Lesbian, Gay, Bisexual, Transgendered and Queer (LGBTQ) Resources and Programs must navigate on a daily basis. The work of the Office involves a range of approaches – from subtle education to bold public statements –all serving to create a community on campus where students, staff and faculty can fulfill their social and learning pursuits in an environment of dignity and respect.

U of T is a leader among Canadian universities in its efforts to welcome and support members of sexual minority groups and its work in reducing homophobia¹ and heterosexism². However, it is also a community with unique and ongoing challenges. People come to campus with their own preconceptions about people who identify as Lesbian, Gay, Bisexual, Transgender, or Queer (LGBTQ). Communicating the institution's values and policies to over 60,000 students as well as staff and faculty spread over three campuses is a formidable task – particularly when the work involves addressing deeply held beliefs. This task must be a shared one, involving individuals in every division prepared to counter heterosexism and homophobia on an individual or systemic basis. The Office of LGBTQ Resources and Programs, through its programs, events, partnerships and outreach initiatives, serves in a coordinating role in this shared community-wide effort.

Background of the Office

The Office of LGBTQ Resources and Programs was created in 1999 in response to a failed referendum to solicit financial support from the undergraduate constituency for the creation of a lesbian and gay centre, and subsequent high profile incidents of homophobia at the University. Prior to the referendum, the University had received reports from students of ongoing

¹ Homophobia is defined as the irrational fear and loathing of gay, lesbian, bisexual people.

² Heterosexism is defined as the systemic promotion of heterosexuality and inferiority of LGB people.

harassment based on sexual orientation, and the distribution of anti-lesbian and gay materials, and hate-oriented graffiti.

In addition, there was concern from students, staff and faculty with regard to addressing heterosexism and homophobia in and out of the classroom on all three campuses of the University. Several equity offices, administrators and faculty members of the University had been working to raise the awareness of stigmatization related to homophobia and sexual orientation, in order to respond to the demand for education and professional development, and to support students and staff. Much of this work had been undertaken by these University staff through efforts over and above the responsibilities of their respective offices.

In response to these and other factors, the Vice Provost, Students and the Assistant Vice-President of Student Affairs proposed the creation of a staff position to provide education and assistance to all members of the University of Toronto community, on issues related to the lesbian, gay, bisexual, transgendered and queer (LGBTQ) student population. This proposal was endorsed by the Council on Student Services (COSS), which recommended that the position of Coordinator, LGBTQ Resources and Programs be filled for two years, and then reviewed. Further endorsement and recognition for this position was attained when the President's Office included the Office as a member of the Equity Issues Advisory Group (EIAG).

Jude Tate was appointed to the position of Coordinator, LGBTQ Resources and Programs on July 1, 1999. The position began as a 60% FTE but was expanded to full-time status in June 2000. Funding for the Office was derived in part from student ancillary fees, via the Office of Student Affairs, and in part from the Office of the Vice-Provost, Students.

In the spring of 2001, the Vice-Provost, Students and the Director of Student Affairs commissioned a limited review of the program to enable the administration to make informed decisions about the program's future role and mandate. The recommendations emerging from that review have largely been implemented. Most notably, the Office has matured from its status as a pilot project to a more fully integrated resource to the University. Recognizing the Office's role in working with faculty and staff, the mandate of the office was formally expanded to include these additional groups. In support of the expanded portfolio, funding and reporting responsibilities expanded to include the Office of the Vice-President, Human Resources, and the provision of funding for a .5 FTE administrative assistant. The Office continues to report to the

Director of Student Affairs. To reflect this expanded mandate and portfolio the Office developed a mission statement in 2002 (see Appendix A).

The core services of the Office consist of the following:

- Direct service such as informal individual support and referral;
- Information and consultation;
- Education and outreach;
- Leadership development; and
- Development and execution of programs and events to enrich members of the University community.

Information and Consultation:

The provision of information, consultation and or support to individuals and student group continues to form a large volume of work for the office. The nature of requests ranges from print materials to educational seminars, to more complex problem solving, counselling, referrals and consultations. As well, the coordinator supported several students in crisis situations, which were linked to individual experience of heterosexism and the challenges of developing a positive sexual identity.³

Access to the Office – in person, on the phone and via the web and email – consistently increased in volume. With the support of a .5 FTE administrative assistant we are able to respond in various ways. A relocation of the Office provided greater visibility and accessibility to a welcoming environment with resources available.

Despite these significant improvements, the Office continues to be limited in its capacities to meet the demand and need. This is particularly so considering the growth of the three campuses and the breadth of programs and resources offered. The Office continues to work closely with long standing and emerging LGBTQ initiatives and groups on all three campuses, including:

- ❑ LGBTQSC at UTSC,
- ❑ Jewish Gay, Lesbian, Bisexual, Transgendered Group (JGLBT)
- ❑ *Inquiries* in Education, OISEUT
- ❑ OUT In Law (UTOIL), The Faculty of Law
- ❑ Gay & Lesbian International Students (GLINT)
- ❑ Queers @ St. Mike's ([Q@SMC](#)); St. Michael's College
- ❑ Queers Of Colour at U of T

³ Sexual Identity is a fundamental concept-especially for the sexually marginalized, offering a sense of personal unity, social location, and even at times a political commitment. (Weeks, 1987)

- ❑ LGBTOUT – undergrad and graduate chapters
- ❑ Rainbow Trinity, Trinity College
- ❑ Positive Space committees, St. George and Scarborough campuses

Staff – The Office works closely with staff assisting them in their work with students through education, best practice seminars and case-by-case consultation. In addition, the Office responded to individual staff concerns, work place environment issues including safety, harassment and isolation experienced by LGBTQ identified staff. This past year the coordinator consulted with the Vice-President - Human Resources in preparation for identifying those skills and capacities which would meet the needs of the expanding diverse employee complement, specifically raising awareness concerning sexual minorities, and climate and environment issues in the work place, within Human Resources, Labour Relations and Business Managers. In the upcoming year the coordinator will chair a committee that will develop a work plan to meet the professional development needs of these staff groups.

Consultation and planning with respect to Library staff was also initiated, with a trial seminar on diversity offered May 2003. Future plans include diversity training for all levels of Library staff on all three campuses over the period of the next two years.

Faculty- The Office worked with faculty members through committees, orientation and training sessions and on an individual basis. This role requires strengthening in order to support faculty and staff recruitment, retention and relocation. Opportunities arose this past year where the office consulted with new faculty and faculty considering employment with the University. Meeting and linking existing faculty with resources and information regularly occurred.

The University of Toronto took a significant step forward when explicit language of sexual minority groups was included in its employment equity statement and outreach initiatives. In an effort to expand the hiring pool and as a means for the University to address employment equity challenges, the office worked with the Employment Equity Coordinator to expand proactive recruitment strategies for faculty and staff. Discussion and consultation concerning the inclusion of materials for department Chairs and search committees was offered. As well, focus groups were conducted with faculty who provided feedback for best practices strategies.

The Equity Issues Advisory Group (EIAG)

At the request of the President in 2002-03 the coordinator has served as the Convenor of the Equity Issues Advisory Group (EIAG). The convenor serves as the formal liaison between the equity offices and the senior administration, and coordinates formal requests for support from the various locations of the senior and central administration. In the Office's advisory capacity to the President and Senior Administration, the Coordinator consulted and collaborated on recruitment and retention strategies that are affirming to prospective and current faculty who are LGBTQ identified; met with the President and representatives from the Positive Space committee; provided orientation to senior academic administrators; consulted with several Principals and Deans increasing the awareness of heterosexism in departments, and participated in the orientation of new Arts & Science faculty members on issues and resources pertaining to equity in and outside of the classroom.

Leadership & Development - An area of continued and increasing activity for the Office is in the provision of leadership skill development, training and awareness concerning equity, diversity and anti-oppression. In partnership with departments such as Student Affairs and student unions, the Office provided seminars for:

New U 2002: the University-wide student leadership conference held at UT-Mississauga in June 2003.

Facilitation Skills for LGBTQ students: training for students to improve their skills in facilitating dialogue and meetings among their peers. (November 2002)

Residence Life Staff Training: the University-wide training retreat for all residence dons and assistants. (August 2002)

The Faculty of Physical Education and Health: Diversity Training offered through the Faculty's student leadership development program. (February 2003)

Student Health Outreach Program (SHOP) peer educators for sexuality, nutrition and stress. (September 2002)

Outreach

Orientation - The Office devotes time, energy and resources into ensuring that new students arriving to our campuses are aware of the University's values and policies respect to sexual diversity. To this end, the Office developed and coordinated the inclusion of resources such as

Positive Space materials (postcard & sticker) for 7,500 frosh kits, within the *Getting-There* handbook published by Student Affairs, along with tabling and distribution of information at Colleges and orientation events. A growing component to orientation is training and raising awareness of frosh leaders and coordinators on all three campuses. A range of seminars were provided on the Scarborough and Mississauga campuses thereby integrating equity and diversity considerations in the organization and delivery of orientation activities.

Workshops & Presentations – The Office initiates and or partners in a wide variety of outreach and educational events each year. This year, the Office worked in partnership with various divisions and services and offered the following presentations and workshops:

- *Engineering & Sexual Diversity: Enhancing Your Student Experience*
- *Diversity Issues in Crisis Situations: Workshop for frontline staff offered through the Network for Effective Student Support (NESSIE) and co-presented with the International Student Centre.*
- *Sex Positivity in Res....Innis College*
- *Equity & Diversity in the Classroom: Teaching Assistants Training Program*
- *LGBTQ Health and Counselling Training: Health Services, St. George, and Health & Wellness Centre, UTSC*
- *New Recruits Training Seminars: Campus Police Services*
- *Positive Spaces at UTSC: Administrative Staff & Student Services, UTSC*

Positive Space – Over the past year Positive Space at U of T had very active committees on the St. George and Scarborough campuses. A foundational principle of Positive Space at U of T is that its committee members come from as wide a constituency as possible from the student, staff, faculty and alumni cohorts. The broader and more varied base of support builds upon the vibrancy and depth of this community building initiative. Positive Space and its accompanying resources are excellent tools that the Office uses in raising the visibility and awareness of sexual diversity in such forums as educational seminars, professional development workshops, orientation for students and new faculty, and committees addressing diversity on the three campuses. In 2002-03, the coordinator developed a web based resource and How To Guidebook/manual for those on campuses or other settings who want to start a Positive Space initiative. The Office receives many requests for such information. The Coordinator is one of the primary supports to the Positive Space committees, in addition to the coordination, design and resourcing of materials.

Over the past year, the office continued to receive consistent reports of backlash in the form of defacement of stickers and posters on all three campuses. The impact of this harassment, typically anonymous, is painful and unnerving, and is but one indicator of the climate in which allies and members of the LGBTQ communities learn, study and work in. The provision of the anonymous web-based reporting mechanism (see below) has given community members another method of reporting this hate-oriented behavior.

We gratefully acknowledge the financial support of the President's office, which has allowed for expansion of resources and support to each committee's work. In addition, a great thanks goes out to the Chairs of the Positive Space committees – Margaret Hancock, Brian Pronger – St. George; Ron Smyth – Scarborough campus, for their exceptional contributions and valued leadership.

Hate Crime Reporting Web Page - Available to students staff, and faculty since November 2001, the Hate Crime Reporting page (<http://lgbtq.sa.utoronto.ca>) provides a means via the web for individuals to report, anonymously, incidents motivated by hatred and intolerance toward lesbians, gay men, bisexual, transgendered and queer people. Its purpose is to reduce barriers of reporting (e.g. the need for anonymity, convenience) and collect information on incidents that often go unreported or undocumented elsewhere on the three campuses. Examples of incidents that can be reported include: derogatory notes, graffiti, email messages or web sites; homophobic/ anti-gay comments, in class or elsewhere; verbal or physical harassment; defacement or tearing down of posters, including Positive Space posters; threats or actual assault by a known or unknown perpetrator, including a same-sex date or domestic partner; any act that makes you feel uncomfortable around issues of sexual orientation or gender identity.

Between June 2002-June 2003 a total 41 reports were made via this web site. Predominantly, incidents reported concerned posters ripped down, shredded, removed or defaced illustrating objection to LGBTQ individuals or groups. Of note, sticker defacement occurs on office doors or windows of staff and faculty, and student groups. Such defacement has occurred in office spaces where there is no public access. Reported examples include, Positive Space stickers or posters removed or defaced; posters stating “lesbians, gays, bisexuals transsexuals queers NEED CHRIST” were discovered on the St. George and Scarborough campuses; a rainbow flag found on the sidewalk had a rifle scope's cross hairs depicted on it. (This report came in shortly after

the sniper attacks in the United States). As well, reports were received concerning classroom environments, content of curriculum; lecturer's inability to handle discriminatory based remarks in classroom discussions. Many reports describe hate-oriented graffiti in washrooms, in library and study hall cubicles. There are several reports of verbal harassment, although none of the victims knew the perpetrators' identity. A voicemail message left at the LGBTQ Resources & Programs office stated "you guys are completely disgusting. I don't know if any of you read the bible. But if you do...you know you are not wanted."

Where possible the office photographs graffiti prior to its removal, responds to reports, which are not anonymous, collects defaced posters, and requests facilities and service staff remove graffiti whenever a report is made. The Hate Crime reporting page contributes to the development of programming, education seminars and assists in raising greater awareness of campus environments to the administration and student leadership.

Task Forces & Committees – In 2002-03, the coordinator co-authored two task force reports. The task force *Report on Diversity for the Faculty of Social Work*, University of Toronto was submitted to Faculty Council in September 2002. *The Dean's Task Force on Sexual Diversity Report* for the Faculty of Physical Education and Health was submitted June 2003. Both reports are a matter of public record and can be accessed through the respective faculties.

With regard to committee work, I chaired the steering and programming committees for the *Bent on Change II – Beyond Tolerance: Rethinking Queer Issues on Campus and in Communities*; I served on the steering committee and program committee for the Excellence Through Equity Conference hosted by the University of Toronto. I am also a member of the Positive Space committees for St. George and Scarborough campus, Student Life Professionals, the Status of Women Advisory Council, and the Women's Safety & Assault Prevention Network.

Supervision of Students - The Coordinator plays a role in providing employment, study and professional development opportunities to students in an environment that is not only supportive but allows them to expand their skills. The Office provided work-study opportunities for six students and supervised student facilitators for Queers of Colour meetings.

Intra-University Networks – The office of LGBTQ Resources & Programs is unique in Canada as the only full-time position with a proactive mandate in a Canadian University setting. As such, the Office is able to provide resource materials and consultation to other institutions seeking to establish LGBTQ programs, expand equity services and/or develop Positive Space initiatives.

This year, the Coordinator consulted with students, staff and faculty at Sir Sanford Fleming College, the School of Social Work, Memorial University; and George Brown College. The Office continues to play a role in broadening communication and information sharing across Canadian universities and colleges by supporting the LGBTQ-Campus list serve, and presenting at conferences including the Canadian Association of College & University Student Services (CACUSS, June 2003).

Programming

Bent on Change: Rethinking Queer Issues On Campus and in Communities Conference (2000) was first held in November 2000. As the conference coordinator, the development and organization of this conference was a major undertaking for the Office. The first conference of its kind in Canada resulted in many lasting and positive benefits, particularly in the growth, development and depth of dialogue concerning sexual diversity concerns and proactive measures on campuses throughout Canadian university settings.

Building upon the successes of Bent On Change 2000 *Bent on Change II – Beyond Tolerance: Rethinking Queer Issues on Campus and in Communities* conference was held November 1 & 2, 2002. The conference was hosted by a steering committee of community members, students, staff, and faculty from York University, Ryerson University, and the University of Toronto. For the second time, as the conference coordinator the lion's share of planning and implementation centered in my office and was a large focus of staff time and effort in 2002 leading up to the conference. *Bent On Change II* concentrated on the experience of intolerance, tolerance and campuses moving beyond tolerance, attracting up to 250 presenters and delegates over the two-day period. I include here a portion of the conference prospectus regarding intolerance, tolerance and moving beyond tolerance on campuses, as it is relevant to the climate and environment at the University of Toronto.

Tolerance continues to be the predominant response of the mainstream to challenges from oppressed and marginalized communities. This is true in our communities both on and off campus. Tolerance implies reluctant and limited acceptance, acceptance granted by those in power, acceptance conditioned on good behaviour, rather than full unconditional participation negotiated on principles of justice and equity. Universities are important centers of challenge to dominant ideas about gender and sexuality, and many have led the way in altering policies to recognize diversity among their employees and students. In Canada and elsewhere, universities have often been among the first institutions to provide protections against discrimination based on sexual orientation and gender identity, to

offer recognition to same-sex relationships, and to develop programs to increase general awareness of diversity issues.

Many campus environments have begun to move from a politics of intolerance to a politics of tolerance, but some aspects of the academic world change slowly. Official policies may change without measures to publicize or ensure understanding of such changes. Prohibition of discrimination may be widely supported without full appreciation of the complexities of change in dynamic settings such as university campuses, inside and outside of classrooms. Yet to be explored in meaningful ways are lived experiences of intolerance and tolerance and ways of moving beyond tolerance in university and community settings. (*Bent On Change II: Beyond Tolerance Rethinking Queer Issues on Campus and in Communities* conference, November 2002)

World Majority: Sexual Minority and *Queers of Colour* Raising awareness and addressing marginalization within the LGBTQ community is the purpose of these two programming initiatives. In partnership with the Counselling and Learning Skills Service (CALSS) and the International Student Centre (ISC), the *World Majority: Sexual Minority* event is a panel discussion focussed on the intersections of race, ethnicity and or culture and sexual identity. Programmed annually, panelists from diverse backgrounds contextualize their experiences around family, their peers, in relationships, interwoven with encounters related to community inclusion and exclusion, racism and heterosexism.

Initiated and sponsored by my office in 2002, *UT Queers of Colour* is facilitated by students and hosted three to four times per year. With a community development focus, *UT Queers of Colour* represents an outreach initiative to students whose cultural and racial backgrounds critically intersect with their development of self-identity and sexual identities, acceptance by their communities, and the challenges experienced in a mainstream, white/heterosexual/middle class/abilist/male privileged society.

The Divas - This informal grouping of staff members provides a meaningful outlet and sense of community and network for women staff at the University, several of whom experience some isolation in their daily work. Their activities demonstrate the positive impact of community development efforts from the Office. To facilitate communication and networks a list serve was established this past year, an outreach ad in the Bulletin occurred, and *The Divas* attended several on campus events to which we are most grateful.

Rainbow Thanksgiving Dinner - Held on the Thanksgiving Monday evening, this event is hosted by the Office and designed to serve the needs of LGBTQ identified students who do not have the means or opportunity to celebrate Thanksgiving. Family oriented holidays can be particularly

difficult for students whose diverse sexuality has resulted in conflict with family members and or friendship circles and are unwelcome or unable to attend. Many of the students who attend the Rainbow Thanksgiving Dinner experience this level of disenfranchisement. As well, International students, students from out of province, and students who wish to experience this form of family and community gathering attend. Special thanks to Knox College for providing the space.

U of T Celebrates PRIDE 2002 & 2003 - Unique in support and participation of Pride festivities throughout Canada and the U.S., the University of Toronto is a Bronze sponsor of Pride week, sending a clear and dynamic message of support to current and future LGBTQ students, staff, faculty, alumni and allies. The Office coordinated the University's steering committee and presence during Pride week, including the Pride Pub held at Hart House, and culminating in a large contingent of students, staff and faculty participating in the March/Parade. The University's role as Bronze sponsor continued to provide a strong lead amongst Universities and in the communities in its recognition of the role Pride Toronto plays in the lives of alumni, students, staff and faculty. The 2003 contingent theme was UT Queer Cheerleaders, and won the award for outstanding community marching group. Previous planning committees have organized around themes such as: UT Fairies (2000 & 2001); Great Minds for a Queer Future/Queer Minds for a Great Future (2000, 01, 02, 03); Marching for Change, Not Just a Parade (2001, 2002, 2003); Don't Box Us In (2002).

Issues and Concerns

Several issues and concerns that arose in 2002-03 illustrate the need for the University to move beyond a place of tolerance for sexual diversity. The University of Toronto, like all universities, is an important source of challenge to dominant ideas about gender and sexuality. In many ways, we lead society in this respect – we are among the first institutions to provide protection from discrimination, to recognize same-sex relationships, and to develop programs to increase awareness of sexual diversity issues. However, the University's approach to sexual diversity is still, by and large, one of merely tolerance. Tolerance implies reluctant and limited acceptance, acceptance granted by those in power, acceptance conditioned on good behavior. As a result, change is inconsistent and often dependent on the will of leadership. President Birgeneau's recent message on sexual diversity is an important and significant message to the leadership of this University.

The emphasis of the Office of LGBTQ Resources and Programs in the coming years will be on moving this community (–its colleges, residences, facilities, sports teams etc.) beyond intolerance and mere tolerance to one of full participation negotiated on principles of social justice and equity. To this end, the Office is committed not only to policy change but also to effective operationalization of these policies in real and tangible ways.

Social Spaces for Students- In 2002-3 the office continued to work to resolve issues with respect to social spaces for LGBTQ students on our campuses. Critical to the community and individual development, social events held on campus play an important role in the lives of many LGBTQ students searching for a sense of community and acceptance. LGBTQOUT continued to struggle and unsuccessfully find a suitable location on campus for their Homohops, now hosted in one of the gay bars off campus. This is an ongoing concern for the Office as it limits the social experience of LGBTQ students to off campus environments with very different contexts than what would occur if space were available and or existed on campus. LGBTQOUT is not the only student group with this problem, albeit this group has the largest attendance at social gatherings. Any student group, club or association not attached specifically to a college have social space needs on the St. George campus. It is therefore a concern for the entire community, as it sets up dynamics that are destabilizing and counter-intuitive to the mission of the University. The students are anxious to return to campus and regain the atmosphere and community sense that comes from having events on campus.

The student group LGBTQSC (Scarborough campus) benefited from the generosity of the Editor of the *Underground Newspaper*, who made space within its office for the group to meet. Rallying on this opportunity, the Office of Student Affairs and the Positive Space committee – UTSC, arranged for office space to be built and partly resourced for LGBTQSC. Known as the Lounge, the space has become an important site of *refuge* and active participation in a much needed support network and community building on this campus.

Homophobic Incidents and Harassment- The Office continues to respond to increasing numbers of incidents of harassment related to homophobia on all three campuses as previously mentioned in this report. The increase is due, in part, to the expansion of Positive Space to the east and west campuses, the emergence and establishment of queer student groups at UTSC, St. Michael's College and Mississauga; the vitriolic and polarized voice of conservative individuals and groups; the prominence of Lesbian and Gay rights and equity battles in the Ontario and Federal governments and court systems. Having the opportunity to report incidents to the on-line

Hate Crime reporting page, which might otherwise go under-reported represents an additional factor.

In a community that prides itself on values of equity and respect, this kind of harassment and backlash, subtle and overt in practice, should be a concern for *all* our students, staff and faculty. On a daily basis members of the U of T community are stigmatized, harassed and made to feel othered because of their sexual and or gender diversities. I believe the University is privileged to have such sophisticated, articulate and passionate Lesbian, Gay, Bisexual, Transgendered and Queer undergraduate and graduate students, who, in their knowledge and awareness of equity and discrimination explore and exercise their rights as full citizens of the University. I am very fortunate to work closely with staff and faculty on all three campuses and do the remarkable work they do – with leadership, patience, humour, commitment and vision.

Of Note - David Buller, a senior lecturer in the Department of Fine Art was murdered January 19th, 2001. This past April 2003 a \$50,000 reward was offered for information leading to the arrest and conviction of the person responsible for the murder. Professor Buller's murder, the subsequent police investigation, and the unresolved investigation continues to have a lingering impact on students, staff and faculty of the University.

Priorities and Initiatives 2003/2004

- Continue to develop and deliver support and resources dedicated to matters related to equity, discrimination, and community development related to LGBTQ students and student life at the University of Toronto
- Provide support to the Provost and VP-Human Resources & Equity regarding initiatives in the *Stepping Up: 2004-2010* planning document which enhance equity and diversity at the University of Toronto for students, staff and faculty.
- Expand and support employment equity initiatives beyond the Federal Contractors requirements which take steps to recognize members of sexual minority groups in our staff and faculty recruitment and retention strategies.
- Enhance and expand professional development and educational seminars that address heterosexism, homophobia and other related equity issues to staff.
- Coordinate and facilitate networks of communication and outreach which expand and diversify current resources and constituent members.
- Collaborate with other University departments on programs and services that focus on LGBTQ equity and awareness on all three campuses.

- Contribute to the University's efforts to recruit and retain excellent faculty, staff and students.

Sources

Weeks, Jeffrey, (1987) 'Questions of Identity' in Pat Caplan (ed.) The Cultural Construction of Sexuality, London. Routledge

I would like to gratefully acknowledge the support and efforts of many individuals to whom the work of the Office could not have done without _

Nikki Redman, Nancy Strukelj, Alyssa Manning, Paul Oleskevych, Deanne Fisher, Jim Delaney, Susan Addario, Adele Bugajski, Patty McCarthy, Nadia Bello, Jenn Kuo, Jamie Berrigan, Annette Taylor, Paul Bowser, Anthony Collins, Elisha Mawji, Kevin Beaulieu, Brian Konic, Arti Mehta, Bernie Fitzpatrick, Angie Blake, David Rayside, Brian Pronger, Margaret Hancock, Chris Lea, Laney Marshall, Myra Lefkowitz, Carl Amrhein, LGBT-OUT, OUT@UTM, q@smc, the Bent On Change steering committee, the Positive Space committees (St. George & Scarborough), members of the EIAG, Rona Abramovitch, the Pride 2000, 2001, 2002 steering committees.

APPENDIX

- A) **Mission Statement**
- B) **Guiding Principles of the Office**
- C) **Sponsorships and Partnerships list**

Appendix A

*University of Toronto
The Office of Lesbian, Gay, Bisexual Transgender, Queer
Resources and Programs*

Mission Statement

The mission of the Office of Lesbian, Gay, Bisexual, Transgender, Queer Resources and Programs is to create a positive and inclusive environment for lesbian, gay, bisexual, transgender, transsexual and queer students, staff, faculty and alumnae at the University of Toronto.

The Office undertakes education and consultation on heterosexism, homophobia, biphobia and transphobia on the University's three campuses. We provide information, support and advocacy programming for students, staff and faculty and we work to build community among LGBTQ individuals and their allies. We address both individual and systemic discrimination based on sexual orientation and gender identity.

Appendix B

The Objectives of the Office

- To develop and implement initiatives to provide information and programs in support of lesbian, gay, bisexual, transgendered, queer students, staff and faculty of the University;
- To respond to heterosexism and homophobia at the University through individual and group educational processes and professional development of students, staff and faculty, and to increase community awareness regarding the policies and commitments of the University;
- To raise awareness and increase capability of students and staff to respond to heterosexism and homophobia on campus;
- To develop and implement outreach strategies for new students, staff and faculty which inform members of the University community of its policies and resources which support LGBTQ individuals; and
- To develop materials that effectively fulfills the needs of the University community members.

Appendix C

*University of Toronto
The Office of Lesbian, Gay, Bisexual Transgender, Queer
Resources and Programs*

Guiding Values

The following principles and values guide the work of the Office:

Anti-oppression: *The Office integrates an understanding of the intersections and connections between discrimination, harassment and violence based on sexual orientation, gender identity, race, ethnicity, culture, class, faith, ability and gender.*

Collaboration: *In support of the University of Toronto's commitment to equity and diversity, we work in collaboration with University and divisional administrators, other University equity offices, student and other campus organizations.*

Shared Responsibility: *Creating an inclusive climate for LGBTQ individuals is a shared responsibility of all members of the University.*

LGBTQ Student Empowerment: *The provision of resources and programs to LGBTQ students is essential, facilitating empowerment and their contributions to change.*

Valuing Diverse Identities: *All sexual and gender identities contribute to the diversity of the University and should be valued equally.*

Choice: *An individual's choices and processes about their sexual identity and gender expression must be respected.*

Confidentiality: *The confidentiality of our service is fundamental.*

Appendix D

The Office of LGTQ Resources & Programs gratefully wishes to acknowledge its Sponsorships and Partnerships

The Office of the President The Office of the VP-Human Resources

The Office of Student Affairs Student Services The Family Care Office

The Counselling and Learning Skills Service (CALSS) The Career Centre

The Transitional Year Program Hart House The Graduate Students Union

The Office of the Dean of Students-University College

The Sexual Diversity Studies Program

The Students Administrative Council (SAC)

The Equity Issues Advisory Group (EIAG)

Student Issues Committee-NSOC- Faculty of Applied Science & Engineering

Student Groups: [Queers@St. Mike's College \(q@smc\)](#); Rainbow Trinity; LGBT-OUT; [OUT@UTM](#); LGBTQ-UTSC; LGBT-OUT-Grad Chapter;

Off Campus

The Inside OUT Film & Video Festival

The David Kelley Lesbian & Gay and HIV/AIDS Community Counselling Programs of the Family Services Association of Toronto (FSAT)

The AIDS Committee of Toronto (ACT)

Toronto Women's Bookstore

Pride Toronto

Supporting Our Youth & the Lesbian, Gay, Bisexual Youth Services of Central Toronto Youth Services (CTYS)

Salaam Toronto: Queer Muslim Community International Conference (June 2003)