

# Equity, Diversity & Inclusion Report 2024

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



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# Impact of Equity Work at U of T

Continuing the work of the generations before us, it is time for us to come together to strengthen our commitment to understand each other and to build bridges while celebrating the differences between us.

# Institutional Equity Office Year in Review

## Education



**70** trainings  
& workshops

## Engagement



**70** sessions

## Complaints Resolution



**141** meetings

“A brief note to sincerely thank you for taking the time to connect with the ... team and help me, personally, feel more comfortable in the uncomfortable! Helping me understand the nuances and the additional sensitivities, in the un-learning.” – Participant, SGDO training



# Sustaining a Culture of Inclusion

Collaborative leadership on the launch of several EDI-related initiatives:

- Multi-Year Accessibility Plan Consultation Committee
- Review of the *Statement on Prohibited Discrimination and Discriminatory Harassment*
- Working with our community to understand antisemitism
- Muslim, Arab, and Palestinian Discrimination Working Group



## EDI in a Global Context

Offering compassion and care for our community in difficult times

[uoft.me/EDlglobal](https://uoft.me/EDlglobal)



## AODA Commitments

How U of T is delivering on Ontario's accessibility standards

[uoft.me/AODAccommitments](https://uoft.me/AODAccommitments)



## Complaints & Concerns about Discrimination & Harassment

"The University of Toronto is dedicated to fostering an academic community in which the learning and teaching experience is inclusive and supportive of all members of the community."

[uoft.me/complaints](https://uoft.me/complaints)



## Addressing Antisemitism at the University of Toronto

### Importance of this Educational Resource

This resource has been prepared in the context of the rising incidence of antisemitism at U of T and in broader society and is intended to reaffirm the University of Toronto's commitment to a safe and inclusive campus.

[uoft.me/AddressingAntisemitism](https://uoft.me/AddressingAntisemitism)



## Muslim, Arab, and Palestinian Discrimination Working Group

The University of Toronto has commissioned a Presidential, Provostial, and Vice-Presidential Working Group to review programming activities and develop recommendations to address discrimination against Muslim, Arab, and Palestinian students, faculty, and staff.

[uoft.me/MAPDWG](https://uoft.me/MAPDWG)

# Enhancing Current Experiences

**EDI is creating tools to advance inclusion, building community connection, and enriching research**

- Office of the Vice-Provost, Students: Student Equity Census Dashboard
- Black at UTM: Black Flourishing & Inclusive Excellence Summit
- Research & Innovation: EDI Action Plan



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# Forging Future Pathways

EDI is developing skills and networks for career readiness

- Career Exploration & Education, Accessibility Services + Student Life: Career Pathways Series for Neurodivergent Students
- University Advancement: 2SLGBTQ+ Student-Alumni Career Networking Night
- Academic Advising & Career Centre @ UTSC: BlackNorth Initiative Career Fair



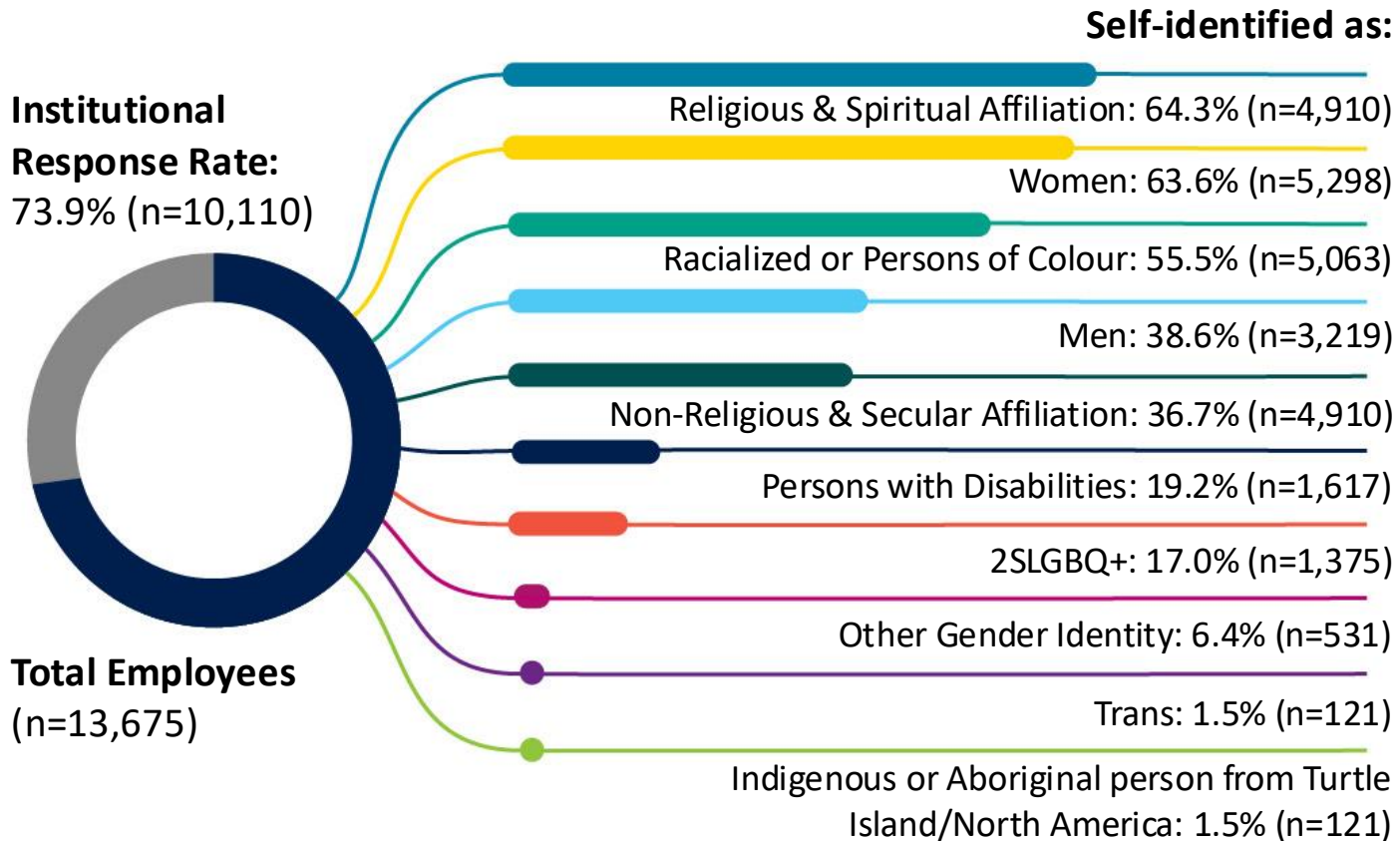
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# Informing our Community

EDI is using data to be accountable and inform priorities

- Institutional Equity Commitments Website
  - [uoft.me/commitments](https://uoft.me/commitments)
- Employment Equity Dashboard
  - [uoft.me/eedash](https://uoft.me/eedash)



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# 2025 and Beyond

- Return to core principles & values that inform our work: community, commitment, compassion
- Recognize importance of will & resources
- Create spaces that enable dialogue, build trust, and affirm our unique stories



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# Questions?

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



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