UNIVERSITY OF TORONTO

OFFICE OF THE GOVERNING COUNCIL

FOR INFORMATION   **PUBLIC**   **OPEN SESSION**

TO: Business Board

SPONSOR: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity
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PRESENTER: Same as above
CONTACT INFO:

DATE: September 18, 2025 for September 25, 2025

AGENDA ITEM: 6

ITEM IDENTIFICATION:

2024 Annual Report: Equity, Diversity and Inclusion

JURISDICTIONAL INFORMATION:

This report is provided for information only. Business Board has jurisdiction over employee policies and terms and conditions of employment for administrative and unionized staff.

GOVERNANCE PATH:

1. University Affairs Board [for information] (May 21, 2025)
2. **Business Board [for information] (September 25, 2025)**

PREVIOUS ACTION TAKEN:

The Business Board received the EDI Report 2023 for information only at its June 19, 2024 meeting.

HIGHLIGHTS:

The Equity, Diversity & Inclusion (EDI) Report 2024 provides a snapshot of collective efforts and activities across the tri-campus between January 1 and December 31, 2024. The Report additionally contains an overview of the Employment Equity Survey, which the University has conducted since 1996 as part of its institutional obligations to the Government of Canada's Federal Contractors Program (FCP). Pages 28 and 29 of the Report share data highlights and a URL to access the University's Employment Equity

Dashboard. This year's EDI Report presentation for Business Board will focus on the Survey and its companion resource.

As an institution that does business with the Government of Canada, the University of Toronto is required to:

- collect and maintain workforce information,

- conduct an analysis of and report on workforce representation,

- establish goals and actions to identify and remove employment barriers, and

- make efforts towards having a workforce that is representative of the four designated groups (women, Indigenous Peoples, persons with disabilities, and members of visible minorities).

The University's Employment Equity Survey and Dashboard exceed FCP requirements and offer a more comprehensive understanding of the diversity within our community. Both tools can assist in identifying potential barriers to employment and retention at U of T, and support Deans and other leaders in identifying opportunities, priorities, and responsive initiatives.

The Dashboard contains response data from the Employment Equity Survey and applicant information from the University's applicant tracking system. During the period January 1 – December 31, 2024, the Employment Equity Survey reached a response rate among all appointed and non-appointed employees of 73.9% (n=10,110).

- Questions in the Employment Equity Survey capture data related to:

    o Gender Identities

    o Sexual Orientation

    o Indigenous or Aboriginal People of North America

    o Persons with Disabilities

    o Religious or spiritual affiliations

    o Racial/Ethnocultural Identities

Employees can choose which questions they wish to respond to in the voluntary survey and may select more than one response per question. As responses can be modified at

any time within the reporting period, the Dashboard reflects responses as of December 31, 2024.

Observed trends:

- Relative stability in our overall staff workforce representation, with minor exceptions:
    - an increase in exits by staff who self-identified as Persons with Disabilities and Men, and
    - an increase in promotions for staff who self-identified as Racialized or Persons of Colour.

- A small increase in the overall representation of faculty members who self-identified as Racialized or Persons of Colour and Men.

References to representation increases refer to changes in representation from the 2023 Employment Equity Survey data. Changes in representation may be the product of a clearer sample of an existing employee base, rather than concrete changes in representation. For example, we noted a 13.7% increase in response rate from faculty members.

The EDI Report 2024 additionally highlights a selection of EDI initiatives organized by Faculties, divisions, and campuses and work by the Division of People Strategy, Equity & Culture. These wide-ranging initiatives fuel ongoing work to support the full participation of our whole community in the University's activities. The Institutional Equity Office and Office of Indigenous Initiatives continue to work with campuses, Faculties, and divisions to provide support and effect change on a broader scale.

Thank you to everyone across the tri-campus whose work is captured in the 2024 Report, and to all those who are advancing equity, diversity, and inclusion on their campuses and in their divisions, units, and Faculties. We will continue to collaborate to bring about meaningful change at the University of Toronto.

FINANCIAL IMPLICATIONS:

N/A

RECOMMENDATION:

N/A

DOCUMENTATION PROVIDED:

- *2024 Annual Report: Equity, Diversity and Inclusion*

UNIVERSITY OF TORONTO

EQUITY, DIVERSITY & INCLUSION REPORT

2024

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Community Credits

The quotations on why EDI matters featured throughout this Report were contributed by students, staff, faculty, and librarians working in the following offices, networks, and divisions (in alphabetical order): Black Research Network, Division of Operations & Real Estate Partnerships, Faculty of Arts & Science, Rotman School of Management, U of T Libraries, University College.

Image: Deer crossing the road at U of T Mississauga.
Photo by Cesar Mejia.

Statement of Acknowledgement of Traditional Land

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

Kelly Hannah-Moffat.
Photo by Moussa Faddoul.

Welcome: A Message from the Vice-President

We are fortunate to have a strong legacy of equity work at the University of Toronto. The cumulative impact of this work—which stretches back to late 19th-century efforts to give women access to the University's learning opportunities—can be felt in almost everything we now do at U of T. Today, as this Report clearly shows, our tri-campus community collaborates in recognition that inequality is both a reality and a challenge that we have a shared responsibility to tackle.

We strive to build inclusive environments where different, difficult, and critical perspectives are shared and debated, informed by a broad range of identities and lived experiences. We are deepening our accessible practices to ensure our services and tools meet the needs of users with evident and non-evident disabilities. We now host an Institutional Equity Office and 16 divisional offices which firmly ground equity work in a human rights framework. Thanks to the efforts of working groups and task forces on antisemitism, anti-Black racism, and anti-Asian racism, we have been provided with key action items to better address barriers and experiences of discrimination, and to enhance inclusion in our environments. These efforts will be enriched by the insights of the recently launched Muslim, Arab, and Palestinian Discrimination Working Group and through consultations to create our next institutional Multi-Year Accessibility Plan.

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. In creating an inclusive university, we create a global university, one that attracts and supports a diverse, world-class community of students, faculty, librarians, and staff.

The legacy of positive change led by generations of students, faculty members, librarians, and staff before us will inspire our efforts. It will fuel our unwavering commitment to engage in equity work at the University of Toronto.

Kelly Hannah-Moffat
Vice-President, People Strategy, Equity & Culture

Institutional Equity Office Year in Review

The Institutional Equity Office (IEO) works collaboratively across the University of Toronto's three campuses to build capacity, support communities, and provide leadership in equity, diversity, and inclusion efforts that lead to a greater sense of belonging for all community members.

"Community diversity and engagement with EDI is an affirmation that a University of Toronto education delivers what it promises: that the insights, tools, skills and community garnered here have the power to change the lives of all for the better."

— Staff

Image by ParinPIX, Adobe Stock.

The Institutional Equity Office encompasses the Anti-Racism & Cultural Diversity, Sexual & Gender Diversity, and Accessibility for Ontarians with Disabilities Act portfolios and works in partnership with the Office of Indigenous Initiatives. The IEO has set the following three key priorities:

Advancing Inclusive Leadership & Equitable Systems Change: EDI transformation requires leadership to play a pivotal role in prioritizing and embedding equitable and inclusive practices and recognizes this as a shared responsibility across the tri-campus.

Fostering Community Experience of Belonging: Equity work is most meaningful when our entire community is inspired to engage and when outcomes reflect the community's diverse range of ideas, perspectives, and lived experiences. The journey to advancing inclusive spaces includes intentional education programs and community-building initiatives to provide ongoing opportunities for the community to enhance their EDI-related skill sets and competencies.

Sustaining an Institutional Culture of Inclusion: Sustaining a culture of inclusion requires the building of new local and global community partnerships, the development of innovative initiatives that adapt to the changing technological landscape and respond to diverse needs, and the ongoing commitment of resources to EDI-related initiatives.

The above priorities are aligned with annual goals of the Division of People Strategy, Equity & Culture (PSEC), which inform the IEO's objectives and initiatives.

Supporting Community Through Global and Local Challenges

Over the past year, the Institutional Equity Office developed a strategic framework and initiatives to identify and support multi-pronged activities to meet the expressed needs of the University community.

EDI in a Global Context Web Resource
In recognition of the profound impacts that global events continue to have on members of our community, the IEO developed the EDI in a Global Context web resource to bring together engagement and education opportunities, including the Faith and Anti-Racism Inclusion Strategy and available resources from across U of T. Since launching in February 2024, this webpage has been accessed over 400 times a month from more than 16 geographical areas, including China, Ecuador, Gaza, Israel, South Africa, and Ukraine.

Faith and Anti-Racism Engagement Series
The Faith and Anti-Racism Engagement Series launched in 2024 as part of the initiatives under the Faith and Anti-Racism Inclusion Strategy. This series provides opportunities for tri-campus Equity, Diversity, and Inclusion Leads to increase their understanding of and build their capacity for meeting the needs of diverse faith-based, spiritual, religious, ethno-cultural, and racialized communities on campus. This includes deepening their understanding of antisemitism, Islamophobia, and other forms of faith-based discrimination. Engagements in 2024 included sessions with the Institute for Islamic Studies and the Structural Islamophobia Research Lab, the Centre for Jewish Studies, and the Lab for the Study of Global Antisemitism, with more engagements planned with other areas in 2025.

Queer Orientation
The Sexual & Gender Diversity Office (SGDO) hosted the annual Queer Orientation from September 23 to 27, featuring a series of 2SLGBTQ+ centred programming across all three campuses. Queer Orientation offers an opportunity for new and returning students, staff, faculty, and librarians to make connections with other 2SLGBTQ+ people, participate in activities, and engage in discussions. In

2024, the SGDO partnered with 32 campus groups, partners, and departments to deliver 40 unique events across the tri-campus. From ice skating and vogue workshops to learning about 2SLGBTQ+ experiences in the workplace, the wide diversity of programming offered rich opportunities for connection and community.

Enhancing Equity and Inclusion in Service Delivery Across the University

The Institutional Equity Office provides guidance and expertise to institutional initiatives occurring across the tri-campus. Much EDI work occurs through information sharing on committees, partnerships, and consultations. Highlights of key involvement in the past year include:

- Equitable and Inclusive Teaching Projects Community of Practice
- Tri-campus Food Committee
- University of Toronto Communications EDI Review Working Group
- All-Gender Washrooms at OISE
- Council of Ontario Universities — Reference Group on Accessibility
- Council of Ontario Universities — Co-Chair of PSE Accessibility Standards Implementation Working Group: Training and Awareness

Did you know?

The Institutional Equity Office, Anti-Racism & Cultural Diversity Office, Sexual & Gender Diversity Office, and AODA Office websites had over **135,000** visits in 2024.
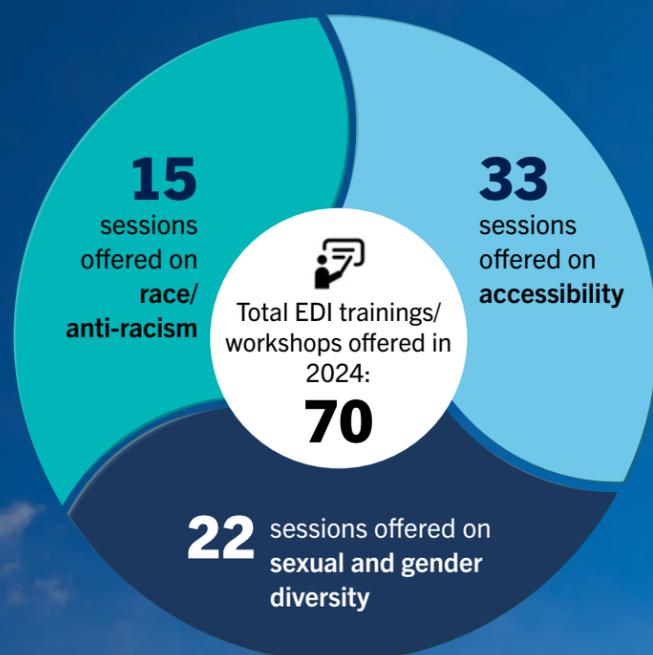
Education and Community Connection

A robust education and community engagement program is essential for inclusive environments to be built and EDI work to be sustained. The 2024 education program hosted by the Institutional Equity Office, delivered through training sessions, workshops, community check-ins/engagement opportunities, and events, aligned with three key themes:

- Roles, Responsibilities, and Building the Inclusive Work Environment
- Tools for Implementing Equitable Systems Change
- Fostering Belonging: Communities, Identities, and Experiences

Below is a summary report of the education program offerings from the Institutional Equity portfolio.

15 sessions offered on **race/anti-racism**

33 sessions offered on **accessibility**

Total EDI trainings/workshops offered in 2024: **70**

22 sessions offered on **sexual and gender diversity**

Workshops on **race/anti-racism** included:
- Understanding Racial Discrimination
- Disrupting Anti-Asian Racism
- Race, Place of Origin & Creed-Based Discriminations in the Work Environment

Workshops on **sexual and gender diversity** included:
- 2SLGBTQ+ Discrimination and Harassment in the Workplace
- Gender Identity, Gender Expression, and Building a Gender-Inclusive University
- Foundations of 2SLGBTQ+ Concepts & Identities

Workshops on **accessibility** included:
- Web Content Accessibility Crash Course
- Language, Ableism, and Inclusion
- Accessible Events

"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

New Sessions

The Institutional Equity Office developed, facilitated, and/or hosted sessions on a number of new topics in 2024, including:

You Belong: Deepening Understanding of University Governance (November 25, 2024)
Facilitators:
- Sheree Drummond, Secretary of the Governing Council, Office of the Governing Council
- Vikram Chadalawada, Director, IT Strategy, Innovations and Digital Transformation, Student Life, Division of the Vice-President and Provost

Recognizing and Addressing Race, Place of Origin & Creed-Based Discriminations in the Work Environment (December 4, 2024)
Facilitators:
- Jodie Glean-Mitchell, Executive Director, Equity, Diversity & Inclusion
- Shari Golberg, Assistant Director, Faith & Anti-Racism

Practical Strategies for a Gender-Inclusive University (October 9, November 5, December 4, 2024)
Facilitators:
- Allison Burgess, Director, Sexual & Gender Diversity Office
- Scout Swartz, Program Coordinator, Sexual & Gender Diversity Office

Accessible People Leadership (December 17, 2024)
Facilitator:
- Ben Poynton, AODA Officer

"Even though I'm aware of the importance of self-work, self-accountability and self-reflection, the reminder is SO important and the messaging around this in the session was really meaningful. Keep saying it over and over again!"

— Participant, "Recognizing and Addressing Race, Place of Origin & Creed-Based Discriminations in the Work Environment"

Events & Engagement

Community events and engagement programming provide students, staff, faculty, and librarians with opportunities to deepen their learning and foster meaningful connections.

Featured Events

Black History Month — **The Journey: Black Leadership Navigating Institutional Spaces** (February 8, 2024)

International Day for the Elimination of Racial Discrimination — **Faith, Hope and Dialogue: Strengthening Anti-Racism Tools and Strategies for the Path Ahead** (March 21, 2024)

Asian Heritage Month — **Understanding and Addressing Anti-Asian Racism: Lessons and Insights for the Path Ahead** (May 27, 2024)

Pride Month — **Progress Pride Flag Raising** hosted in collaboration with the Faculty of Kinesiology & Physical Education (June 3, 2024)

International Day for Persons with Disabilities — **Neuroinclusive Policies and Practices in Post-Secondary Education** (December 3, 2024)

Community Engagement

In 2024, community engagement sessions included (but were not limited to) the following:

- Faith and Anti-Racism Community Check-ins
- Weekly Queer & Trans Connections
- 2SLGBTQ+ Student-Alumni Networking Night
- Queer Orientation: 2SLGBTQ+ International Students Welcome Lunch
- Launch of the Employees with Disabilities Community Network:

  The **Division of People Strategy, Equity & Culture** introduced the Employees with Disabilities Community Network, a tri-campus affinity group where employees with disabilities, or who identify as disabled, can foster a sense of belonging and connection. This group aims to provide a community of support and opportunities for mentorship and professional development and has an advisory relationship with the **Accessibility for Ontarians with Disabilities Act (AODA) Office**.

Total engagement sessions offered: **70**

Complaints Resolution Supports

The Institutional Equity Office team provides assistance to the University community during complaints resolution processes of discrimination and harassment. Supports may include complaints consultations, early interventions, intake meetings, coaching, and meeting preparation.

The IEO team provided **141** complaints resolution meetings in 2024.

"The fact that neurodiversity is even a concept we're able to discuss now is incredibly encouraging. Realizing that it's even possible for employers to recognize that cognitive differences are legitimate human differences is a huge step in the right direction, and I applaud the AODA team's choice to spotlight neurodiversity."

— Participant, "Neuroinclusive Policies and Practices in Post-Secondary Education"

Images, left to right: U of T staff members come together to recognize Black History Month; panelists at the International Day for the Elimination of Racial Discrimination event; Progress Pride Flag Raising at Varsity Centre.

Sustaining a Culture of Inclusion: Launch of Institutional Initiatives

In 2024, the IEO provided collaborative leadership on the coordination of several EDI-related projects with partners across the tri-campus. These efforts will extend into 2025-2026 and will provide key institutional recommendations for the way forward.

Multi-Year Accessibility Plan Consultation Committee

As required by the *Accessibility for Ontarians with Disabilities Act*, U of T is developing an updated Multi-Year Accessibility Plan, which will serve as a five-year roadmap as we work to create accessible and inclusive environments where all members of the community can participate fully. In 2024, the University engaged a Consultation Committee to ensure that the Plan is informed by the expertise and insights of tri-campus community members with lived experience of disability, academic and administrative leaders, and representatives of University offices and services.

Review of the *Statement on Prohibited Discrimination and Discriminatory Harassment*

As part of the University's commitment to learning, teaching, and working environments free of discrimination and harassment, the University has engaged a comprehensive formal review of its *Statement on Prohibited Discrimination and Discriminatory Harassment*. The consultation phase of the review process will be co-chaired by Brenda Cossman, Professor of Law and Associate Dean of Research for the Faculty of Law, and Caroline Rabbat, former Director of High Risk, Faculty Support & Mental Health for the Faculty of Arts & Science.

Working with our Community to Understand Antisemitism

Last year, we fulfilled a recommendation of U of T's Antisemitism Working Group Report, released in late 2021, by hiring a staff member to assist the University community in addressing individual and systemic faith- and race-based discrimination. Since joining the Institutional Equity Office in early 2024, the inaugural Assistant Director, Faith & Anti-Racism has played an integral role in supporting community members by deepening understanding and awareness of issues faced by religious/spiritual and ethnocultural communities to create more inclusive campus environments. This included curating community supports and engagement opportunities, conducting community consultations on a regular basis, and providing strategic advice and expertise to equity leaders and Faculties, divisions, and campuses on matters where faith and racism intersect.

The University additionally identified a need to create educational resources and training focused on antisemitism for our tri-campus community. The Assistant Director, Faith & Anti-Racism and Executive Director, Equity, Diversity & Inclusion initiated consultations on the content development of web-based resources and delivered presentations addressing antisemitism to campuses, departments, and Faculties. As well, they co-led a new training open to faculty, librarians, and staff that explored strategies to recognize and address race, place of origin, and creed-based discriminations in the workplace. This workshop, which assists participants in applying strategies for advancing inclusive practices, will continue to be offered in 2025 as part of the IEO's broader educational efforts.

To learn more about how U of T is responding to recommendations from our EDI Working Groups and delivering on institutional commitments, visit **uoft.me/commitments**.

Muslim, Arab, and Palestinian Discrimination Working Group

The University continues to deepen awareness and understanding of Islamophobia and anti-Palestinian discrimination at U of T by expanding learning opportunities for the tri-campus community. These include the new workshop "Recognizing and Addressing Race, Place of Origin & Creed-Based Discriminations in the Work Environment," now a regular offering by the IEO, and presentations delivered by the inaugural Assistant Director, Faith & Anti-Racism. Consultations on educational e-modules, part of the IEO's Faith and Anti-Racism Inclusion Strategy, began with subject matter experts across our three campuses. In addition to these efforts, the University made a significant commitment to address the impacts of discrimination on Muslim, Arab, and Palestinian members of the U of T community by commissioning a Muslim, Arab, and Palestinian Discrimination Working Group (MAP DWG) late last year. This new working group builds on a foundation established with the Anti-Islamophobia Working Group (2019) and an earlier advisory table (2017).

Professor Anver M. Emon, Director of the Institute of Islamic Studies and Canada Research Chair in Islamic Law & History, will chair MAP DWG and begin leading community consultations to better understand experiences of anti-Muslim, anti-Palestinian, and anti-Arab discrimination and harassment at the University and gather recommendations on how to advance inclusion and belonging for Muslim, Palestinian, and Arab community members. In tandem with this work, MAP DWG will review programming, activities, processes, and practices currently in place at U of T as well as equity reports from U of T and peer institutions to identify other ideas for enhancing inclusion for Muslim, Palestinian, and Arab community members.

A final report and recommendations will be delivered to senior leadership, supported by the Assistant Director, Faith & Anti-Racism, and the Executive Director, Equity, Diversity & Inclusion.

Indigenous Initiatives

The **Office of Indigenous Initiatives** (OII) supports and guides our community as it continues to work towards reconciliation. The University's institutional efforts to respond to the 34 Calls to Action in Answering the Call: *Wecheehetowin* are highlighted in annual progress reports prepared by the OII.

This year, the University celebrated the opening of **Ziibiing**, the Indigenous landscape project at Hart House Green. Ziibiing grew out of a call to action in *Wecheehetowin* and provides a dedicated place for Indigenous community members to gather, teach, and learn as well as to host ceremonies and celebrations. The landscape project was supported by the **Office of Indigenous Initiatives** and the **Division of Operations & Real Estate Partnerships**, designed by Brook McIlroy's Indigenous Design Studio, and guided by an **Indigenous Advisory Committee** made up of Indigenous faculty, staff, students, Elders, Knowledge Keepers, representatives of the three host nations, and campus planners.

Additionally, the OII supported the development of an Institutional Commitment to Indigenous Ceremonies in partnership with **Facilities & Services, Environmental Health & Safety**, the **Division of People Strategy, Equity & Culture**, and other tri-campus community members. The University introduced new guidelines on smudging and other Indigenous ceremonies involving smoke and fire, which removed barriers for Indigenous peoples to hold ceremonies on campus.

Read about these initiatives and many others in the 2024 Indigenous Initiatives Annual Progress Report.

Image: The Ziibiing Indigenous landscape project at Hart House Green, St. George campus. Photo by David Lee.

Increasing Access, Attracting Talent

EDI is Creating a Global University

Equity work is fundamental to the University's goal of creating a global university, an institution that draws from the very best talent in the GTA and around the world. A global university welcomes a wide range of perspectives and lived experiences, understanding that such diversity nurtures creative thinking; encourages innovation in disciplines, industries, and professions; and generates more inclusive solutions. A global university is engaged with and responsive to the wider world, and encourages students and employees to build relationships within and beyond the institution.

Access and recruitment programs and initiatives provide a conduit through which we connect with prospective students and employees both locally and globally. Tri-campus submissions for this year's Report highlighted more than 20 initiatives, including community outreach to local high schools and job fairs.

"All students should feel welcome at the University of Toronto. Part of feeling welcome is seeing yourself reflected in the people you interact with when you walk through the doors."

— Librarian

Image: Spring flowers at U of T's St. George campus. Photo by Makeda Marc-Ali.

The new **MedLinx** program at **Temerty Faculty of Medicine** is offering high school students a chance to gain real-world experience in healthcare through hands-on activities, mentorship, and academic workshops. Supported by the **Access Programs University Fund**, the program is designed to bridge the gap for students facing systemic barriers, including those from Black, Indigenous, Filipino, Latin American, and racialized communities, and students who experience socio-economic challenges.

To celebrate **Asian Heritage Month** in May, the **Faculty of Kinesiology & Physical Education** (KPE) hosted 125 high school students from the Toronto Catholic District School Board for an **interactive learning expo** featuring KPE professors, researchers, coaches, varsity athletes, staff, and students who identify as members of Asian diasporas. Participants heard from U of T Chancellor Emerita Dr. Vivienne Poy on the history of Asian Heritage Month; Dr. Linda Trinh on the links between physical activity and recovery from cancer; and post-doc Dr. Michael Wang on how virtual reality can be used to examine human visual perceptions and motor control.

Image: U of T athletes teach a high school student to row at the Faculty of Kinesiology & Physical Education's learning expo. Photo by Bruce Xiao.

The **Black Future Educators Pathway** launched at the **Ontario Institute for Studies in Education** in September 2024 with an inaugural cohort of more than 30 Black aspiring educators in the Master of Teaching Program. Designed to address gaps in representation and access, the Pathway creates an equitable admission process for Black learners and offers comprehensive support throughout their time in the program, including specialized electives, co-curricular and networking opportunities, and peer support.

Image: High school students learn about educational and career pathways as part of the Summer Institute at the Dalla Lana School of Public Health. Photo by Sabeel Khaliq.

The **Outreach and Access Program** at the **Dalla Lana School of Public Health** hosted a **Summer Institute**, welcoming high school students from underserved communities across the GTA to learn about career opportunities in public health and the educational pathways available at U of T. Participants spent a full week immersed in activity-based learning, guided by current students from diverse sociocultural backgrounds.

The **Faculty of Music** is expanding **Future Sound 6**, its community music program for Black, Indigenous, and racialized young women and trans and gender-expansive youth, which began as a two-day workshop and will now span the length of the Winter term, starting in 2025. Supported by the **Access Programs University Fund** and donors, the program will invite 40 high school students to build skills in songwriting, digital music production, and audio

engineering through weekly workshops at the YWCA Girls' Centre in Scarborough, followed by time at U of T's Electronic Music Studio and a showcase performance.

The **Office of the Faculty Registrar** at the **Faculty of Arts & Science**, in collaboration with the **First Year Office** at the **Faculty of Applied Science & Engineering**, has launched an initiative to increase access to first-year learning communities. Supported by the **Access Programs University Fund**, these offices are enhancing the **First-Year Learning Community** and **Guided Engineering Academic Review Session** programs to ensure they reflect the needs, goals, and experiences of students from underrepresented communities.

The **School of Continuing Studies** (SCS) conducted a pilot learner survey in summer 2024 as part of its

Demographic Data Collection project, which aims to gain a clearer understanding of SCS's learner and instructor communities and identify gaps in attracting individuals from equity-deserving groups. Responses to the pilot survey are being used to inform the development and delivery of a survey of all SCS learners enrolled in the Winter 2025 term.

Integrated Talent Management, within the **Division of People Strategy, Equity & Culture**, participated in five job fairs and information sessions to connect with a diverse range of job seekers. These included BIPOC Executive Search's BES Fest Job Fair; an employment & education fair hosted by the Centre for Addiction and Mental Health; JVS Toronto's Bridges to Career Success program for newcomers; the WoodGreen Job Fair; and an information session for Times Change Women's Employment Centre.

Image: U of T's Integrated Talent Management team connects with job seekers at BIPOC Executive Search's BES Fest Job Fair.

Enhancing Current Experiences

EDI is Creating Tools to Advance Inclusion, Building Community Connection, and Enriching Research

Across our three campuses, the University is creating responsive tools, providing opportunities for people to connect and feel supported, and enriching learning and research. These efforts foster equitable and inclusive environments that impact our community's ability to learn, teach, research, or work at their fullest potential.

Tri-campus submissions for this year's Report highlighted over 100 initiatives supporting experiences of belonging for our students and employees.

"Thanks to EDI initiatives, principles and discussions, we have the tools and terminology to advocate for ourselves and others. This empowers us to express our experiences and drive meaningful change."

— Staff

Image: Cherry blossoms at U of T Scarborough. Photo by Alex Wong.

Tools to Advance Inclusion

The University of Toronto created a wide variety of tools to better understand our community and foster more inclusive environments on our campuses. Highlights include:

The **Office of the Vice-Provost, Students** launched the **Student Equity Census Dashboard**, which shares insight into the self-reported demographic makeup of our tri-campus student population, including gender identity, racial and ethnocultural identity, Indigenous identity, disability status, and parental educational attainment. Additionally, based on student feedback, a new question on religious and/or spiritual affiliations or beliefs was added to the Census in August 2024.

University HR worked collaboratively with the **Institutional Equity Office**, both within the **Division of People Strategy, Equity & Culture**, to develop new equity, diversity, and inclusion competencies as part of the University's updated **Institutional Competencies**. In alignment with recommendations from the Anti-Black Racism Task Force and Anti-Asian Racism Working Group, the new EDI competencies are now part of the annual performance review for all Professional & Managerial, Confidential, Research Associate/Senior Research Associate, and Advancement staff.

Through collaborative engagement with the Tri-Campus Food Committee, **Food Services**, within the **Division of Operations & Real Estate Partnerships**, introduced an initiative to increase the offerings of hot **kosher meals** in partnership with Urban Kosher. The meals are kosher certified by the Kashruth Council of Canada and can be ordered through the U of T Mobile Order App or, for students living in residence, in the Dining Commons. This initiative supports and aligns with Recommendation 8 from the Antisemitism Working Group Report.

Building Community Connection

The University of Toronto engaged initiatives to enable students, faculty, librarians, and staff to build community connections and feel valued for their talents and contributions. Highlights include:

The **Centre for International Experience** and the **Innovation Hub**, within **Student Life**, collaborated on the creation of **International Students: First 48 Hours**, a short documentary that follows students from their countries of origin through their initial days in Toronto. Created with support from the **Office of the Vice-President, International** through the **International Student Experience Fund**, the documentary is intended to share with the broader community what it means for international students to be new to a university, a culture, and a country.

To better reflect the diversity of 2SLGBTQ+ communities, the **Positive Space** campaign introduced a new logo incorporating elements of the Progress Pride flag. A committee of Positive Space leaders, the **Sexual & Gender Diversity Office**, and staff from the **UTM and UTSC Equity, Diversity & Inclusion Offices** guided the redesign, alongside a tri-campus consultation group.

2-SPIRIT LESBIAN GAY BISEXUAL TRANS QUEER +
Positive Space

The **Family Care Office** (FCO) launched a [new website and branding](#) that reflect the Office's inclusive definition of family and make it easier for working caregivers to learn about inclusive programming and services. In 2024, the FCO hosted 2SLGBTQ+ Families Connect, sessions on solo parenting and strengthening step families, and more.

The **Community for Belonging Reading Group** at the **John H. Daniels Faculty of Architecture, Landscape & Design** aims to highlight underrepresented voices within the Faculty's program areas and encourage reflection on belonging. This year, the group explored themes of reclaiming place and identity in urban diasporas; considered ethics, equity, and city-building in Toronto; and hosted a book launch for *Towards Home: Inuit and Sámi Placemaking*.

U of T Libraries co-hosted the Association of Research Libraries' **Inclusion, Diversity, Equity and Accessibility in Libraries and Archives Conference** in 2024, marking the first time this international conference was held in Canada. The event brought together hundreds of information professionals to explore the knowledge, awareness, skills, and attitudes needed to effectively navigate the complexities and opportunities specific to diversity, equity, inclusion, access, and justice.

Black at UTM hosted the [Black Flourishing & Inclusive Excellence Summit](#), bringing together Black-identifying staff from across University of Toronto Mississauga. Attendees engaged in activities and conversations focused on career advancement, team-building, and driving change.

Connecting Through Affinity Groups

Affinity groups are employee-driven initiatives supported by the Division of People Strategy, Equity & Culture and our tri-campus equity offices. The groups exist to provide a network for employees to come together based on shared identities, characteristics, and interests. They provide a community of support and opportunities for mentorship and professional development, and they contribute to building a culture of belonging across our campuses.

The affinity groups at U of T include:

- [Connections & Conversations](#)
- [Employees with Disabilities Community Network](#)
- [Menopause Support Group](#)
- [Queer University of Toronto Employees (QUTE)](#)

In addition, employees are welcome to join the tri-campus [Positive Space](#) committees, which bring together all interested students, staff, faculty, and librarians to work towards 2SLGBTQ+ inclusion.

Enriching Research

The University of Toronto advanced inclusive research practices, expanded access to research opportunities, and encouraged multidisciplinary inquiry grounded in a human rights framework. Highlights include:

University of Toronto Mississauga established Ontario's [first endowed Chair in Sikh Studies](#) in Fall 2024, promoting new research, advancing knowledge and outreach initiatives, and contributing to the expansion of the Centre for South Asian Critical Humanities. This growth builds on the 2023 establishment of an endowed Chair in Jain Studies.

A new lab at the **Anne Tanenbaum Centre for Jewish Studies**, within the **Faculty of Arts and Science**, will be a hub for scholars from across disciplines to examine the persistence of antisemitism in a global context. The [Lab for the Global Study of Antisemitism](#) focuses on the multidisciplinary study of traditional, modern, and contemporary antisemitism and supports academic research projects, education, and events on the causes, manifestations, and effects of antisemitism.

With support from a three-year grant from the Inspirit Foundation, the **Institute of Islamic Studies** hired a new, full-time storytelling archivist for the [Muslims in Canada Archives](#) (MiCA) project. MiCA aims to address gaps within Canada's institutional archives by documenting and sharing the history, lives, and experiences of Muslims across the country through a participatory archive.

The **Faculty of Information** launched a pilot of its **Black, Indigenous and/or Racialized Scholar/Research Fellowship**. Aiming to address racial disparities in research participation and leadership, this initiative provides funding and resources for joint faculty-student proposals in any research area. A total of four fellowships are available.

The **Leslie Dan Faculty of Pharmacy** has engaged in a **curriculum renewal initiative** to ensure that case studies and in-person patient simulations in the Doctor of Pharmacy program are inclusive and representative of the broader community. This initiative received funding through the **Learning & Education Advancement Fund Plus**, coordinated by the **Office of the Vice-Provost, Innovations in Undergraduate Education**.

The **Division of the Vice-President, Research & Innovation** (VPRI) was actively involved in the development of the **EDI Action Plan** for the **Acceleration Consortium**, funded by a $200 million grant from the Canada First Research Excellence Fund. As part of early implementation of this plan, VPRI supported the launch of the **EDI Initiate Grant**, which provides funding to students and faculty launching new initiatives that address EDI barriers; the **Summer Undergraduate Research Program**, which offers funded research positions to students from underrepresented groups; and the **Caregiver Research Grant**, which supports associate and assistant professors who are Acceleration Consortium members with caregiving responsibilities.

Additionally, VPRI introduced two new resources to advance EDI in research. The [Equity, Diversity, and Inclusion in Research Teams and Training: Promising Practices and Resources Handbook](#) offers guidance related to recruitment, training, mentoring, and the creation of inclusive research and training environments that foster belonging. The [Socio-Demographic Data Guide for Program Evaluation](#) outlines processes for accessing, collecting, managing, and reporting data to evaluate programs that aim to improve or assess commitments to EDI.

Forging Future Pathways

EDI is Developing Skills and Networks for Career Readiness

Equity work supports our students' future success as they make important transitions: from school to career, and from the roles of undergraduate to graduate student, or from mentee to mentor. This work builds transferable skills such as collaboration, active listening, and managing conflict. Additionally, it cultivates the invaluable awareness that everyone's unique stories and experiences impact how they perceive and behave in the wider world.

"EDI initiatives are important because they show hope. Hope for a future where equity and inclusion are not just ideals but celebrated realities in business and beyond. Hope that regardless of who I am, I have the potential to succeed."

— Student

Image: Ma Moosh Ka Win Valley Trail at U of T Scarborough. Photo by Matthew Dochstader.

This year, our community provided a multitude of ways for students to acquire skills and experience, access networks, and explore opportunities for future growth. Tri-campus submissions for this year's Report highlighted more than 20 initiatives and ranged from engaging alumni to developing strategies to help students navigate new environments.

Career Exploration & Education and **Accessibility Services**, within **Student Life**, launched a new Career Pathways Series for Neurodivergent Students. This six-part series of hybrid workshops covers career exploration, job search strategies, and navigating disclosure and accommodation during the job search and in the workplace.

Alumni Relations, within the **Division of University Advancement**, hosted the annual **2SLGBTQ+ Student-Alumni Career Networking Night** in partnership with the **Sexual & Gender Diversity Office** and **Career Exploration & Education**. Additionally, Alumni Relations hosted two **Black Student-Alumni Career Networking Nights** and organized career programs rooted in EDI, such as "Voices of Resilience" and "Beyond Diversity: Understanding Intersectionality at Work."

The Academic Advising & Career Centre at **U of T Scarborough** hosted the **BlackNorth Initiative Career Fair**, focused on the theme "Excellence in Inclusion — Shaping a Diverse Future Together." This event provided corporate and non-profit organizations a chance to network with Black post-secondary students and professionals and promote job opportunities, career advancement opportunities, mentorships, and internships.

Images from top: U of T alum Gabrielle Zilkha hosts the 2SLGBTQ+ Student-Alumni Career Networking Night; attendees at 2SLGBTQ+ Student-Alumni Career Networking Night; BlackNorth Initiative Career Fair.

Informing our Community

## EDI is Using Data to be Accountable and Inform Priorities

Understanding the makeup and lived experiences of our community is essential to advancing an inclusive university. The University has developed a range of digital resources to share information, support data-driven decision making, and provide updates on our institutional equity commitments.

"EDI matters because it brings more voices and diverse experiences/perspectives to the table ... which improves the overall outcome of a project."

— Staff

Institutional Equity Commitments Website

Recognizing that leadership plays a pivotal role in prioritizing and actioning equitable and inclusive practices across the tri-campus, the University created the **Institutional Equity Commitments website** to share our progress on addressing recommendations from our EDI working groups and task force. The website outlines the commitments U of T has made in response to the recommendations from the Anti-Black Racism Task Force, Antisemitism Working Group, and Anti-Asian Racism Working Group. Key portfolios across the tri-campus submit detailed status updates to inform our community about the efforts that are underway or implemented to address each recommendation.

uoft.me/commitments
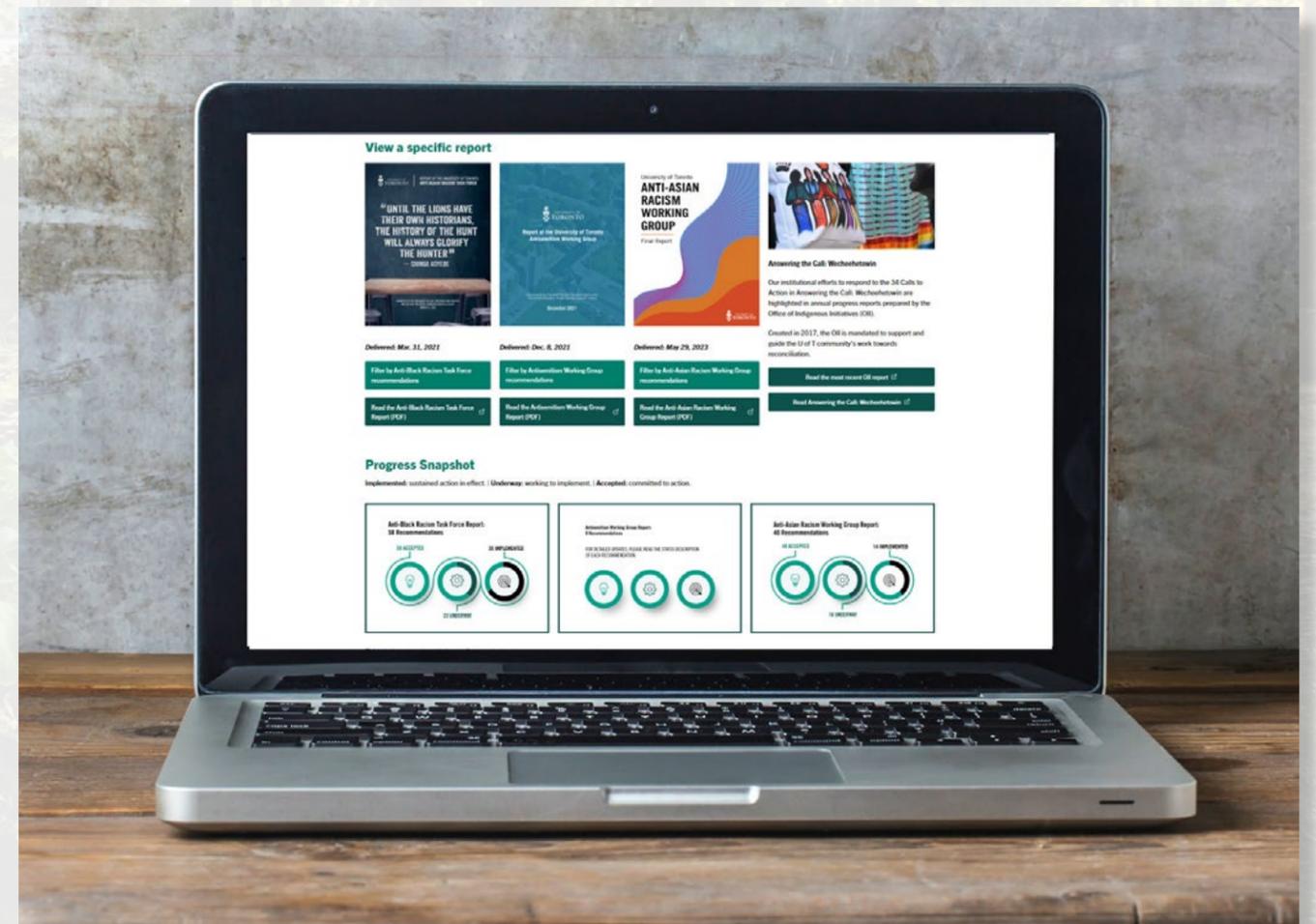
Equity Dashboards

Employment Equity Survey

As part of the Federal Contractors Program, the University continues to collect self-identified employment equity data through the Employment Equity Survey. Equity-related data has been used by the University since 1996 as one of many tools to gain some understanding of the makeup of our workforce diversity.

Employment Equity Dashboard

The Employment Equity Dashboard has been enhanced to improve the navigation and speed of the interactive data dashboard. Viewers can explore and filter the substantive data by employee type, year, campus, and detailed sub-category of self-identified data to fully engage with available information. The enhanced dashboard features equity data from the newest iteration of the Employment Equity Survey. Detailed definitions for the terms and concepts are available on the Employment Equity Dashboard.
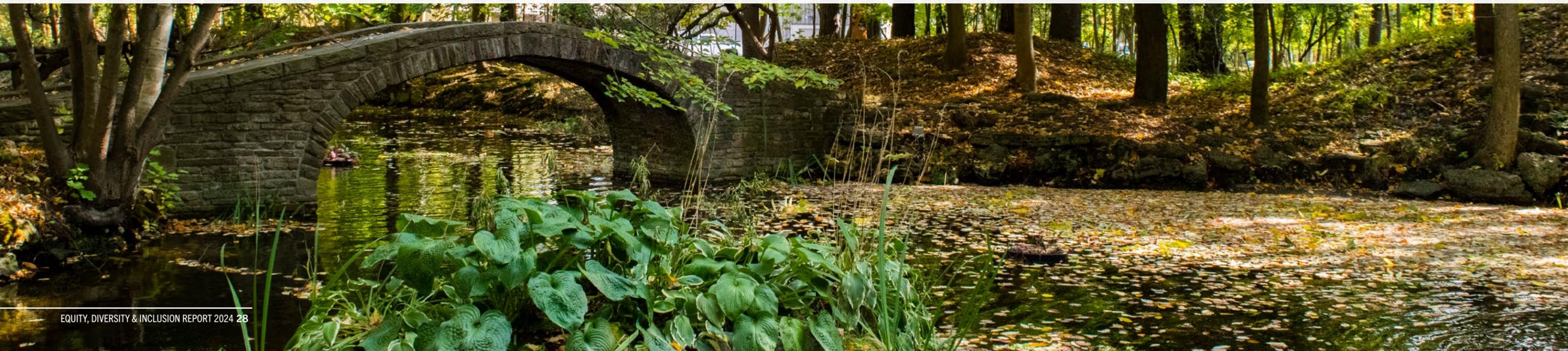
🌐 uoft.me/EEDASH

Reporting & Insights Hub for Faculty, Division, or Campus Leaders
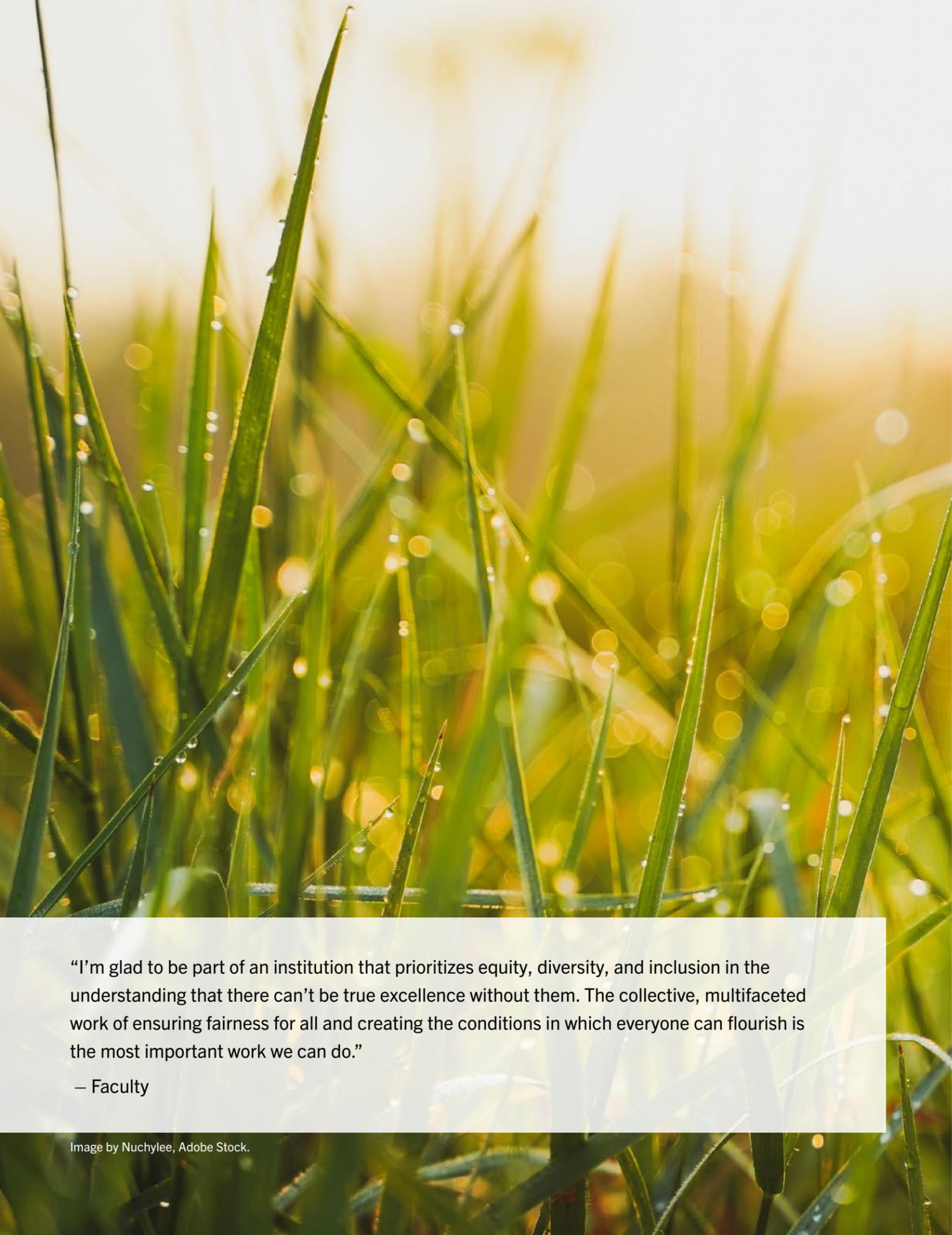
In 2024, to foster a deeper understanding among leaders of how their employees self-identify in the Employment Equity Survey, the Division of People Strategy, Equity & Culture launched an annual cycle of data-sharing with Deans and Chief Administrative Officers. Leaders were introduced to the data and trends in one-on-one meetings and then could delve into more granular detail by accessing a dashboard specific to their Faculty, division, or campus on the Reporting & Insights Hub for Leaders. The data from the Employment Equity Survey, alongside other available community feedback available on the dashboards, such as Speaking Out! and pulse surveys, can be used to inform decisions about responsive programming.

Image: Watkins Pond bridge, U of T Mississauga. Photo by Randy Landicho.

Employment Equity Dashboard

Institutional Response Rate: 73.9% (n=10,110)

Total Employees (n=13,675)

- Self-Identified Religious & Spiritual Affiliation: 64.3% (n=4,910)
- Self-Identified as Women: 63.6% (n=5,298)
- Self-Identified as Racialized or Persons of Colour: 55.5% (n=5,063)
- Self-Identified as Men: 38.6% (n=3,219)
- Self-Identified Non-Religious & Secular Affiliation: 36.7% (n=2,802)
- Self-Identified as Persons with Disabilities: 19.2% (n=1,617)
- Self-Identified as 2SLGBQ+: 17.0% (n=1,375)
- Self-Identified with Other Gender Identity: 6.4% (n=531)
- Self-Identified as Trans: 1.5% (n=121)
- Self-Identified as Indigenous or Aboriginal person from Turtle Island/North America: 1.4% (n=130)

Jodie Glean-Mitchell.
Photo by Moussa Faddoul.

2025 and Beyond

A Message from the Executive Director, EDI

During challenging and uncertain times, it is paramount that we return to the core principles and values that form the foundation of our work: community, commitment, and compassion.

Now more than ever, we must remind ourselves of our "why." Why do equitable processes and decision-making matter? Why is addressing discrimination and harassment important? For whom are we trying to make the campus environments more inclusive?

The short answer is: you. EDI work is and will always be about people and the experiences we all have at the University. We do this work in service of the community as a whole, both this generation and the next.

Throughout the EDI Report, we have highlighted some of the ways students, staff, faculty, librarians, and partners are working together to foster an inclusive university and you will find even more examples on the Report's companion webpage at uoft.me/EDI2024. To the many members of our community who have contributed to advancing equitable and inclusive environments at U of T, I say thank you—and keep going.

EDI work only ever needs two ingredients: will and resources. When you take away either one of these, you feel the impact immediately.

As we move through 2025 and beyond, I am calling on the U of T community to remain steadfast in its commitment to fostering working and learning environments where everyone can be all of who they are and feel welcomed, included, and able to fully participate in university life.

Through it all, may we work, study, research, and live in ways that centre compassion in our interactions. May we continue to create spaces that enable dialogue and build trust, recognizing that our unique stories enrich our campuses and our community.

Jodie Glean-Mitchell
Executive Director, Equity, Diversity & Inclusion

uoft.me/EDI2024

"I'm glad to be part of an institution that prioritizes equity, diversity, and inclusion in the understanding that there can't be true excellence without them. The collective, multifaceted work of ensuring fairness for all and creating the conditions in which everyone can flourish is the most important work we can do."

— Faculty

Image by Nuchylee, Adobe Stock.

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