



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

SPONSOR: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture
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PRESENTER: Same as above & Jodie Glean-Mitchell, Executive Director, EDI
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DATE: May 7, 2026 for May 27, 2026

AGENDA ITEM: 8

ITEM IDENTIFICATION:

Annual Report: Equity, Diversity & Inclusion

JURISDICTIONAL INFORMATION:

The University Affairs Board has responsibility for Equity Issues and Initiatives (Section 5). Section 5.6 of the University Affairs Board Terms of Reference states: The Board receives annually, from the appropriate administrators, reports on services within its areas of responsibility, including but not limited to multi-campus services and offices, Campus Police, Human Resources and Equity, crisis response, and campus organizations.

GOVERNANCE PATH:

1. **University Affairs Board [for information] (May 27, 2026)**
2. Business Board [for information] (June 18, 2026)

PREVIOUS ACTION TAKEN:

The Board received the 2024 Annual Report on May 21, 2025.

HIGHLIGHTS:

The Equity, Diversity & Inclusion (EDI) Report 2025 presents highlights from our community's efforts between January 1 and December 31, 2025 to create more inclusive learning, teaching, research, and working environments at U of T and support the full participation of our whole community in the University's activities.

The Report takes an exclusively digital format this year to enhance accessibility for our community and enable more flexible engagement with its content. Its six sections are as follows:

Institutional Equity Office Year in Review: offering an overview of efforts advanced by the Institutional Equity Office in 2025 across the four broad areas of service delivery, education, events, and systems change work. Several key initiatives, including the 2025-30 Multi-Year Accessibility Plan and administrative support to the Review of the *Statement on Prohibited Discrimination and Discriminatory Harassment*, engaged University-wide consultations and will impact our whole community in the months and years ahead.

Increasing Access, Attracting Talent: featuring highlights from initiatives by Faculties, divisions, and campuses that enriched the University by attracting students and employees with a wide range of lived experiences and identities. These initiatives span outreach to high school students and transitional first-year supports to recruitment strategies and interview resources for staff.

Enhancing Current Experiences: sharing initiatives by Faculties, divisions, and campuses that provide opportunities to connect, learn, and feel supported as we build a global university. This is the largest section of the EDI Report, and it emphasizes the many forms that equity work can take, including special events, workforce planning, and inclusive design of public spaces.

Forging Future Pathways: describing initiatives by Faculties, divisions, and campuses that advance and enrich the future career pathways of community members. These initiatives include mentorships for students and employees, networking events, and customized career development sessions.

Informing our Community: presenting a variety of digital resources created or updated in 2025 to support more data-driven decision-making and support accountability on institutional equity commitments. Resources range from web pages to the companion dashboard for the 2025 Employment Equity Survey.

On the Horizon: providing a glimpse of tri-campus projects currently in development, including space planning, reevaluating communications strategies, and revisioning academic programs as well as working to enhance U of T's policy framework for addressing Code-based discrimination.

Thank you to everyone across the tri-campus whose work is captured in the 2025 Report, and to all those who are advancing equity, diversity, and inclusion on their campuses and in their divisions, units, and Faculties. We also appreciate the feedback received from the Provostial Advisory Group and have used this to enrich the Report. With continued effort and a sustained drive to innovate practices, tools, and resources, we can support greater inclusion at the University of Toronto.

FINANCIAL IMPLICATIONS:

N/A

RECOMMENDATION:

N/A

DOCUMENTATION PROVIDED:

Equity, Diversity & Inclusion Report 2025: <https://people.utoronto.ca/about/reports/2025-edi-report/>



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Equity, Diversity & Inclusion Report 2025

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

Introducing the exclusively digital report



[Go to utoronto.ca](https://go.utoronto.ca)



Equity, Diversity & Inclusion (EDI) Report

2025

[View/download printable
PDF version](#)

Welcome Letter

Message from Executive Director,
EDI

Institutional Equity Office Year in
Review

Increasing Access, Attracting Talent

Enhancing Current Experiences

Forging Career Pathways

Informing Our Community

On the Horizon

Welcome Letter



IEO: Year in Review

Strengthening Equity and Inclusion in University Service Delivery

- Conducted **30+** Website Accessibility Reviews
- Supported **185+** complaints and complaints-related consultations

Education and Community Connection

- Offered **73** Trainings
- Led over **575** events, consultations, and community engagement sessions
- **Key themes:**
 - Roles, Responsibilities and Building the Inclusive Work Environment
 - Tools for Implementing Equitable Systems Change
 - Fostering Belonging: Communities, Identities, and Experiences



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IEO: Year in Review (Continued)

Sustaining a Culture of Inclusion: Systems Change Work

- **Multi-Year Accessibility Plan**
Launched in October 2025, following extensive consultation
- **Report on the Review of the *Statement on Prohibited Discrimination and Discriminatory Harassment***
Co-Chairs submitted findings of the review and 13 recommendations
- **Addressing Antisemitism Web Resource**
Developed in consultation with the U of T community to clarify the legal and policy context guiding U of T's response to complaints of antisemitism
- **Muslim, Arab, and Palestinian Discrimination Working Group**
Engaged in consultation process with the University community, final report expected in 2026

Increasing Access, Attracting Talent

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.

- **Faculty of Information – INFORM: Inclusive Futures in Information Science**
- **Faculty of Arts & Science Office of the Faculty Registrar – Redesigning First-Year Learning Communities (FLC) program**
- **UTSC and Division of University Advancement – Interview Resources**

Enhancing Current Experiences

Faculties, divisions, and campuses provided opportunities for students and employees to connect and feel supported.

- **Office of Vice-Provost, Students** – Transforming Possibilities: A day of imaginative exploration of queer and trans futures at Hart House farm
- **Information Technology Services** – Thrive Together Program
- **Daniels Faculty of Architecture, Landscape & Design** – Community for Belonging Initiative
- **Factor-Inwentash Faculty of Social Work** – Celebration of Asian Heritage Month 2025



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Forging Career Pathways

Our community engaged in skill-building and networking to forge future pathways that built confidence, formed new relationships, and recognized the value of lifelong learning.

- **UTM Career Centre** – New FirstGen drop-in program
- **Black Research Network Inspires Social 2025** – Mentorship Roundtable Mixer
- **Dalla Lana School of Public Health** – Black Leaders in Health Awards



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An aerial photograph of a university campus. The image shows a dense forest of green trees, a paved path, and a modern building with a glass facade. In the foreground, there are several wooden benches arranged in a semi-circle on a grassy area. The overall scene is bright and sunny, with a clear blue sky.

On the Horizon

Across our campuses, our community is engaging in consultation to bring about meaningful change at U of T through planning, process reviews, and policy development.

- **Office of the Vice-President, Operations & Real Estate Partnerships** – UTSG Campus Plan 2040
- **University of Toronto Communications** – EDI Taskforce
- **Bloomberg Faculty of Nursing** – 5-year Academic Strategic Plan
- **University of Toronto** – Policy on Human Rights Discrimination



Questions?

people.utoronto.ca/about/reports



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**People Strategy,
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