



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: Business Board

SPONSOR: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity & Culture
CONTACT INFO: 416-978-4865, vp.psec@utoronto.ca

PRESENTER: Heather Boon, Vice-Provost, Faculty & Academic Life,
CONTACT INFO: heather.boon@utoronto.ca

DATE: June 11, 2026 for June 18, 2026

AGENDA ITEM: 8

ITEM IDENTIFICATION:

Equity, Diversity & Inclusion Report 2025

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 27, 2026
2. **Business Board for information, June 18, 2026**

PREVIOUS ACTION TAKEN:

The Business Board received the EDI Report 2024 for information only at its September 25, 2025 meeting.

HIGHLIGHTS:

The Equity, Diversity & Inclusion (EDI) Report 2025, presented for the first time in an exclusively digital format, shares 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 to support the full participation of our whole community in the University's activities. The Report's six sections present an overview of the work of the Institutional Equity Office and its institutional partnerships with the Office of Indigenous Initiatives, the Office of the Vice-President and Provost, and many others across our three campuses; a glimpse of tri-campus projects currently in development; and highlights from wide-ranging

initiatives that in 2025 increased access and attracted talent to the University; enhanced experiences of the University; and supported the future career pathways of community members.

The focus of this year's presentation at Business Board is drawn from the Report section "Informing our Community," which contains a snapshot of data from the 2025 Employment Equity Survey and a link to its companion resource, the Employment Equity Dashboard. The University collects employment equity data as part of its institutional obligations to the Government of Canada's Federal Contractors Program (FCP). In addition to collecting and maintaining workforce information, analyzing representation, and working to remove identified employment barriers, the University is required to advance workforce representation across four designated groups: women, Indigenous Peoples, persons with disabilities, and members of visible minorities. U of T's 2025 Employment Equity Survey continues to exceed these requirements, gathering insights into the breadth of identities within our community to assist Deans and other leaders in making more informed decisions about responsive programs, supports, and initiatives within their unit or division.

Survey questions capture data related to:

- Gender Identities
- Sexual Orientation
- Indigenous or Aboriginal People of North America
- Persons with Disabilities
- Religious or spiritual affiliations
- Racial/Ethnocultural Identities

The companion Dashboard reflects employee responses to the Employment Equity Survey as of December 31, 2025, as employees may choose to revise their answer throughout the period from January 1 to December 31, 2025. Employees may also choose to select more than one answer to a question in the Employment Equity Survey and are not required to answer all questions.

A voluntary survey, the 2025 Employment Equity Survey reached a response rate among all appointed and non-appointed employees of 74.4% (n=9,948). Observed trends from an analysis of 2025 Employment Equity data are as follows:

- Relative stability in our overall staff workforce representation, with minor exceptions, such as:
 - growth in the number of staff who self-identified as Racialized Persons, 2SLGBQ+, and Men, as well as
 - a decline in the number of staff who self-identified as Women and Persons with Disabilities.
- Relative stability in our overall faculty member workforce representation, with minor exceptions, such as:
 - growth in the number of faculty members who self-identified as Persons with Disabilities, Women, 2SLGBQ+, with Another Gender Identity, and Trans, as well as
 - a decline in the number of faculty members who self-identified as Racialized Persons and Men.

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/>

Equity, Diversity & Inclusion Report 2025

Welcome Letter

The University of Toronto released its first annual report on collective efforts to advance equity across our campuses in 2006, the same year that the University developed its *Statement on Equity, Diversity, and Excellence*. Both endeavours reflected an emerging awareness that equity work is integral to the academic mission of the University and to our community's experience of learning, teaching, and working here.

The distance between that inaugural "Equity Officers Report" and today's EDI Report can be measured in any number of ways: for example, by changes in our community (our students now come from over 170 countries and our employee population has more than doubled); or by the evolution of our equity infrastructure (which in 2006 included a Status of Women Office and Quality of Work Life Office and now includes the Institutional Equity Office and 14 divisional EDI Leads embedded in local communities).

For me, an especially gratifying measurement is the growth in our community's engagement in equity work, which has been a priority of my leadership since 2016. Students, faculty members, librarians, and staff informed the development of the *Policy on Sexual Violence and Sexual Harassment* (2016) and its subsequent reviews (2022 and 2025). Our community played vital roles on equity tables such as the Anti-Black Racism Task Force (2021) and Antisemitism Working Group (2021), the Anti-Asian Racism Working Group (2023) and Muslim, Arab, and Palestinian Discrimination Working Group, whose recommendations will be noted in our 2026 Report. They guided the creation of successive institutional Multi-Year Accessibility Plans (MYAPs), which this year included a MYAP Consultation Committee of students and employees prior to broader consultations. Student feedback enhanced the Student Equity Census, and employee participation in the Employment Equity Survey (substantially revised in 2023) continues to enrich our institutional understanding of who works at the University. This year our community engaged with the institutional review of U of T's *Statement on Prohibited Discrimination and Discriminatory Harassment* and provided their insights and expertise on new educational resources, including the web resource on Addressing Antisemitism.

This collective engagement contributes to everyone's learning and focuses institutional action. As we learn about the nuances of identity that distinguish us and the many principles and priorities that unite us, we understand more clearly how to move forward in mutual respect.

The University can create inclusive spaces, processes, and practices that respond to identified needs and support greater accountability to our diverse community.

My deepest thanks to all students, staff, faculty members, and librarians for your ongoing commitment to the University of Toronto. I have been honoured to work alongside you these many years to initiate and support responsive change, and I remain convinced that equity work is necessary, and it is always worth it.

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

Message from the Executive Director, Equity, Diversity & Inclusion

Let's face it: 2025 was another difficult year. The geopolitical landscape shifted with the rise of new leaders, global conflicts escalated, and financial pressures continued to impact the lives of individuals and families everywhere. Challenges to human rights and freedom of expression persisted across the globe, reaching a flash point at many North American post-secondary institutions.

But we made it.

I, for one, found comfort in knowing that faculty members, librarians, students, and staff across U of T continued advancing initiatives grounded in care and compassion for our community and in the unwavering protection of human rights. To anyone wondering whether EDI is alive and well, the 2025 EDI Report offers a resounding yes. Read on to learn how our community is building on the achievements of the generations who came before us.

We must find opportunity, not fear, in uncertainty. In 2026, we need to remain focused on our destination: a University community where everyone will be respected no matter who they are, what they believe, where they come from, or how they choose to show up.

Thank you to everyone who supported EDI work in 2025. You have proved that our own, very global, community is constantly innovating practices, tools, and resources to support greater inclusion at U of T. It is up to all of us to continue this work in the year ahead.

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

Institutional Equity Office Year in Review

About the Institutional Equity Office

The Institutional Equity Office (IEO), led by the Executive Director, Equity, Diversity & Inclusion, provides expertise and strategic advice to U of T leaders on human rights-related matters; maintains the University's compliance with the Ontario *Human Rights Code*, *Accessibility for Ontarians with Disabilities Act*, and other relevant provincial and federal legislation; builds our community's capacity to recognize and address Code-related discrimination through training and education; and supports the consistent implementation of institutional equity, diversity, and inclusion priorities across the University. Its portfolios include faith, anti-racism & cultural diversity, sexual & gender diversity, and accessibility. The IEO works in partnership with the Office of Indigenous Initiatives (OII).

Strengthening Equity and Inclusion in University Service Delivery

The Institutional Equity Office provides guidance and expertise to institutional initiatives occurring across the tri-campus. Much EDI work occurs through direct service provision, information-sharing, and consultations. Initiatives in 2025 included:

Website Accessibility Reviews

This year the AODA portfolio reviewed 30 websites for compliance with web accessibility standards. Website owners received a detailed report with instructions and guidance on how to improve web accessibility. Limiting or avoiding the use of PDFs remained a consistent recommendation.

Reference Group on Multi-Faith Spaces

The IEO established a new tri-campus group to ensure that multi-faith spaces on campus are accessible, inclusive, and meet the needs of a broad range of religious/spiritual/faith and creed-based communities. The Group's first objective was to create an inventory of existing multi-faith spaces. Going forward, they will share tools and resources to guide the design, promotion, and management of multi-faith spaces across the tri-campus.

Complaints Resolution Supports

The IEO provides support with understanding policies and procedures related to concerns or complaints about discrimination and harassment including consultations, early intervention consultations, intake meetings, coaching, and meeting preparation. In 2025, the IEO supported over 185 complaints and complaints-related consultations (including intake meetings).

Education and Community Connection

Creating and sustaining inclusive environments requires a robust education and community engagement program. In 2025, the IEO hosted training sessions, workshops, engagement opportunities, and events around three key themes:

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

Summary of IEO trainings in 2025:

- Trainings offered on race/anti-racism: 16
- Trainings offered on sexual and gender diversity: 23
- Trainings offered on disability, accessibility and UDL: 23
- Trainings offered on creed/faith: 11
- Total number of trainings: 73

Training Details:

Trainings on race/anti-racism and creed/faith included:

- Understanding Racial Discrimination
- Race, Place of Origin & Creed-based Discrimination in the Work Environment
- Disrupting Anti-Asian Racism
- What is Harassment? Tools to Identify and Address Racial and Sexual Harassment (Part 1 and 2)
- Understanding and Addressing Antisemitism at U of T: Rights, Responsibilities, and Inclusive Practices (NEW)

- Transforming EDI from Commitment to Operations: Strategies for Sustainable Integration (NEW)

Trainings on sexual and gender diversity included:

- 2SLGBTQ+ Discrimination and Harassment in the Workplace
- Practical Strategies for Gender Inclusive University
- Foundations of 2SLGBTQ+ Concepts and Identities

Trainings on accessibility included:

- Web Content Accessibility
- Language Ableism & Inclusion
- Accessible Events

Participant Quotes

“The training was very informative, accessible, and engaging. This was a model session.” – Participant, SGDO Training

“This is a great session! I really liked the breakout groups for discussions – I find I learn a lot this way. I also really liked the final exercise to think about competencies and how to make them inclusive.” – Participant, “Accessible People Leadership”

“A really excellent summary of a very complex topic. I appreciated the case studies and the opportunity to apply practical strategies to real world scenarios. Great job!” – Participant, Understanding and Addressing Antisemitism at U of T: Rights, Responsibilities, and Inclusive Practices

Events & Engagement

Community events and engagement programming provide students, staff, faculty members, and librarians with opportunities to deepen their learning and foster meaningful connections. In 2025, the IEO led over 575 events, consultations, and community engagement sessions spanning sexual & gender diversity, accessibility, and faith & anti-racism.

Breakdown of events, consultations and community engagement:

- Sexual & Gender Diversity: 274
- Accessibility: 185
- Faith & Anti-Racism: 118

Featured Events

- [Black History Month – Enhancing Well-Being: Black Mental Health Supports in the University Environment \(February 5, 2025\)](#)
- [International Day for the Elimination of Racial Discrimination – Cultivating Inclusive Global Communities: Holistic Approaches to Addressing Discrimination in Post-secondary Environments \(March 21, 2025\)](#)
- [Asian Heritage Month – Building Inclusive Environments: Addressing Anti-South Asian Discrimination in University Environments \(May 15, 2025\)](#)
- [Pride Month – Progress Pride Flag Raising hosted in collaboration with the Faculty of Kinesiology & Physical Education \(June 4, 2025\)](#)
- [Trans Awareness Week & Trans Day of Remembrance & Resilience – Staff Gathering \(November 18, 2025\)](#)
- [International Day for Persons with Disabilities – All Needs Met: Accessing University Spaces on an Equal Basis \(December 3, 2025\)](#)

Consultations and Community Engagement

In 2025, community engagement programming included:

- [Gender Expansive Joy Series](#)
- [Open Doors Faith & Anti-Racism & U of T](#)
- Global EDI Exchange
- EDI is Service: Visit to The 519, a registered charity committed to supporting 2SLGBTQ+ communities

Open Doors: Faith & Anti-Racism at U of T

In 2025, the IEO coordinated the community engagement program, Open Doors: Faith and Anti-Racism. The Open Doors initiative provides EDI leads, senior administrators, and U of T community members with the opportunity to visit diverse intellectual and community hubs on

campus and discuss issues affecting religious/spiritual/creed-based and race-based communities. Both EDI Leads and members of the broader U of T community learned how the Multi-Faith Centre supports students through programming, offering spaces for reflection, prayer, and spiritual practice, and providing guidance from affiliated Faith Advisors. EDI Leads also learned more about the University's unique collections of religious texts through a visit to the exhibit *Jewish-Muslim Interactions in Books: The Medieval and Early Modern Periods* at the Thomas Fisher Rare Book Library.

Gender Expansive Joy Series

This educational program centred trans, nonbinary, 2Spirit and gender expansive identities through three exciting events: a screening of the film *Pink Light* and panel discussion, a learning opportunity with Benny Michaud about the 2Spirit community, and a keynote address with Dr. Jordan Goodridge about gender-affirming care and supports.

Global EDI Exchange

Since 2023, the University of Toronto has participated in the Canadian-German U15 EDI Working Group, an international network of universities focused on deepening the exchange of inclusive and equitable policies, resources, and practices in higher education. In 2025, the Institutional Equity Office invited the U of T community leaders to join in a facilitated dialogue session with representatives from the [Equal Opportunities Office of Goethe University Frankfurt](#). The session explored complexities and challenges impacting the EDI landscape and strategies to build inclusive post-secondary environments.

EDI is Service: Visit to The 519

In 2025, members of the Institutional Equity Office volunteered at The 519, Canada's largest 2SLGBTQ+ community Centre.

Participant Quotes

"The conversations were deep, hit on the hot issues that impact each centre but also each of our offices. I also learned a lot more than I expected to and I really appreciated that I got to go into spaces that I've never been in before." – Participant, Open Doors: Faith & Anti-Racism at U of T Event

“Thank-you very much for your leadership in developing last evening’s event and making it such a success! The event was inspirational and so important for advancing human rights work, particularly at this time. I think if we’d had another two hours, we could have easily filled the time with engaging dialogue.” – Participant, Gender Expansive Joy Series

“Reaffirming why we need to work to open certain doors and to continue to keep them open for others coming through.” – Participant, Black History Month Event

“Understanding the intersectionality of the work across the tri campus, it’s very encouraging hearing about the work and how initiatives are being distilled in a way that makes sense for the various faculties and divisions” – Participant, IDERD Conference

“I thought the panel voices were a great range of honest perspectives and to have Luke (Anderson) attend in person was a real treat. So many thoughtful strategies for being more accessible and inclusive of people with evident and non-evident disabilities. I learned a lot.” – Participant, “All Needs Met: Accessing University Spaces on an Equal Basis”

Sustaining a Culture of Inclusion: Systems Change Work

Multi-Year Accessibility Plan (MYAP)

In October, the University launched its new Multi-Year Accessibility Plan (MYAP), a five-year strategy to advance accessibility and inclusion across our campuses. The Plan aligns with the *Accessibility for Ontarians with Disabilities Act (AODA)* and addresses barriers in physical spaces, digital environments, services, communications, employment, and transportation. Developed through extensive consultation with students, faculty members, staff, and librarians, the MYAP reflects the collective expertise of our community. A governance framework led by the Institutional Equity Office will guide implementation, and progress will be reported on the AODA Commitments website. The MYAP’s first initiative is to establish an Accessibility Advisory Committee.

Report on the 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 completed the review of its *Statement on Prohibited Discrimination and Discriminatory Harassment*. The Co-Chairs submitted their

findings along with 13 recommendations to enhance pathways for handling concerns and complaints of discrimination. Work is currently underway to implement recommendations.

[Addressing Antisemitism Web Resource](#)

The University launched an online resource that aims to clarify the legal and policy context guiding U of T's response to complaints of antisemitism on our three campuses. Developed in consultation with our community, it connects users to relevant frameworks and includes examples of how antisemitism can manifest in learning, working, and research environments.

[Muslim, Arab, and Palestinian Discrimination Working Group](#)

The Muslim, Arab, and Palestinian Discrimination Working Group has a mandate of reviewing programming, activities, processes, and practices at the institution and making recommendations to support the University's response to experiences of anti-Muslim, anti-Arab, and anti-Palestinian discrimination. In 2025, the Working Group launched its consultation process with the University community, including an online survey. The Final Report is expected in 2026.

[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.

Highlights of the 2025 Annual Progress Report include:

- **Implementing the Indigenous Substantiation process:** Led by the Office of Indigenous Initiatives in collaboration with Indigenous communities, this process supports integrity and accountability in access to Indigenous-designated opportunities and resources.
- **Establishing the Big-Canoe Chair in Indigenous Health:** The new endowed chair, made possible by a \$5-million endowment, supports long-term leadership in indigenous Health at Temerty Faculty of Medicine's Department of Family and Community Medicine.
- **Launching the University of Toronto Mississauga's Indigenous Advisory Council:** The council, led by the Office of Indigenous Initiatives, UTM, brings Indigenous perspectives into institutional decision-making.

- **Hosting REDress Awareness Week:** Aligning with the annual Women’s Memorial March, the Office of Indigenous Initiatives and Athletics and Recreation at University of Toronto Scarborough hosted events raising awareness and encouraging engagement around Missing and Murdered Indigenous Women, Girls, and 2Spirit people.

[Read the OII Progress Report](#)

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. Access and recruitment programs and initiatives enable us to connect with prospective students and employees both locally and globally. Programs to support students’ transition to University life promote access, create experiences of belonging, and strengthen opportunities for academic and career success.

“It’s been heartening to observe our leadership and faculty’s steady commitment to EDI as core to how the department advances its mandate, from recruitment of faculty to curriculum design.” – Staff member

[Faculty of Information – INFORM: Inclusive Futures in Information Science](#)

With support from the Access Programs University Fund, the Faculty of Information launched a new, two-year program called INFORM to create a sustainable pathway from high school to university to career for students from historically underrepresented communities and identities, including Black and racialized individuals, those who identify as having an evident or non-evident disability, and/or those from low-income households. The program relies on building relationships with high schools, libraries, and community partners to co-design and promote outreach efforts and introduces students to key topics in information science through a variety of approaches, including immersive learning on-campus and experiential learning activities. At the same time, INFORM aims to demystify post-secondary pathways to support students’ future success. Students can access mentors for guidance in preparing university applications, accessing funding, and understanding academic expectations.

[Temerty CPR Certification for High School Students](#)

The Temerty Faculty of Medicine’s Office of Access and Outreach collaborated with the Black Medical Students’ Association, Heart and Stroke Foundation, Surviving Link, and

Sunnybrook's President's Anti-Racism Taskforce to launch a CPR certification program as part of two existing outreach programs for Black, Indigenous, and/or racialized high school students. A total of 60 grade 10 and 11 students participating in U of T's Summer Mentorship Program and the STEAM Design program seized the opportunity to receive free CPR training. The initiative has the potential to save lives and build competencies needed to advance in health education and related professions.

Faculty of Arts & Science Office of the Faculty Registrar – Redesigning First-Year Learning Communities (FLC) program

The Faculty of Arts & Science strengthened the impact of their existing First-Year Learning Communities (FLC) program with the help of students from diverse backgrounds and lived experiences, including those who identify as Black, Indigenous, first-generation, commuter, and/or international students. Such consultations identified potential barriers to access, belonging, and academic success during crucial transitions from high school to university and from first year to second year, informing the non-credit opportunities offered by FLC. These opportunities include honing skills for success in university studies (from writing and conducting research to maintaining academic integrity), accessing campus resources, building friendships, and learning how to maintain a healthy school-life balance. The Access Programs University Fund supported FLC's redesign.

UTSC and Division of University Advancement – Interview Resources

Two new resources support individuals interested in career opportunities at U of T: a tip sheet for interview candidates at UTSC and an internal guide for Advancement staff hoping to take on new roles within or outside their current teams. Both resources provide insight into formal interviews and how to prepare answers that best showcase qualifications and experience. UTSC's tip sheet, a collaboration between HR and the Equity, Diversity & Inclusion Office, is designed with feedback from candidates in mind. DUA's guide responds to a recommendation in their divisional EDI Task Force Report, which encourages the development of staff resources to support inclusive excellence and internal movement and cultivate a diverse pool of qualified candidates for more senior positions.

Division of People Strategy, Equity & Culture – Job Fairs and Employer Events

Last year the Division of People Strategy, Equity & Culture's Talent Management team engaged with diverse community service agencies and members of the external community at job fairs and employer events. This engagement contributed to over 4,900 new applicants to U of T jobs

spanning administration, hospitality and caretaking, skilled and general labour, and construction. Events included the CAMH – Employment Supports & Education Resource Fair focusing on inclusion and opportunity in work and school; the Build Green Career Fair sharing industry developments and connecting employers to diverse talent; and the Centennial College Skilled Trades & Talent Expo showcasing opportunities in the trades to diverse participants, including recent graduates of HRAC, Electrical and Energy Systems programs. PSEC's Talent Management team collaborated with staff in the Office of the Vice-President, Operations and Real Estate partnerships at the latter two events. U of T generated strong interest from participants at all events.

Enhancing Current Experiences

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 nearly 80 initiatives supporting experiences of belonging for our students and employees.

"Engaging with EDI makes the music library staff, services, and collections more relevant to our user community. We intentionally hire music students from different backgrounds, instruments, and majors so other students can 'see themselves' in the music library and feel a sense of belonging." – Librarian

Enhancing Current Experiences: Tri-Campus Initiatives

Faculty of Music – Liner Notes: Black Women in Canadian Jazz

Faculty of Music graduate and undergraduate students and instructors from the U of T jazz studies program presented a multidisciplinary initiative celebrating Black Women in Canadian Jazz. The initiative, delivered in partnership with Hart House Black Futures in the wake of Black History Month and International Women's Day, built community and connection within the Faculty and supported inclusive spaces offsite. In addition to a public concert showcasing new and existing compositions by Black women in Canadian jazz, an exhibit sharing student research about these significant contributions launched in Hart House before finding a permanent home in the Faculty of Music's South Building, where the U of T Jazz program resides. Together, these

efforts aimed to break down barriers and create space for underrepresented voices in music education and public art.

Office of Vice-Provost, Students – Transforming Possibilities: A day of imaginative exploration of queer and trans futures at Hart House farm

The Office of Vice Provost, Students, Student Life, Health & Wellness centred the experiences of Black, racialized, and Indigenous queer and trans students in the full-day event “Transforming Possibilities” at Hart House Farm. Students identifying as 2SLGBTQ+ engaged in a wide range of activities, from the restorative (a sonic walk, outdoor stretch and yoga session, and pond visit and mindfulness practice) to the creative (indoor artmaking). Dr. Qui Alexander and multidisciplinary artist seth cardinal dodginghorse facilitated the day’s events.

UTSC – 2025 Queer Orientation Mix & Mingle

UTSC kicked off the academic year with the 2025 Queer Orientation Mix & Mingle, a collaboration between the UTSC Positive Space Committee, the Equity, Diversity & Inclusion Office, the Scarborough Campus Students’ Union, the Health & Wellness Centre, Athletics & Recreation, the Sexual Violence Prevention & Support Centre, Academic Advising and Career Centre, and the International Student Centre. Focusing on queer and trans-identities but welcoming all, the event engaged participants with icebreakers and crafting activities, an optional self-defence workshop, and opportunities to learn about relevant resources. Community partners included Canadian Foundation for AIDS Research, Sexfluent, Friends of Ruby, and the Women & Trans Centre.

University of Toronto Communications – Talent Framework

University of Toronto Communications reviewed its talent management practices to ensure EDI is deeply integrated into divisional hiring practices and work culture. The result, the UTC Talent Framework, aims to attract a diverse range of identities and lived experiences to the UTC team as well as provide an inclusive and supportive environment for all UTC staff. Current initiatives include employing diversity in hiring strategies, encouraging staff to participate in employee affinity groups, deepening divisional engagement with the Institutional Equity Office, reviewing internal practices to ensure equity and inclusivity, and promoting division-wide recognition of U of T Days of Significance.

Information Technology Services – Thrive Together Program

Information Technology Services (ITS) launched a robust four-part program, Thrive Together, to better support the full range of identities and lived experiences within its teams, strengthen connection within the ITS community, and increase the impact of staff contributions to University-wide inclusivity initiatives. A new buddy program pairs new hires with experienced team members to ensure a welcoming transition to ITS and U of T and promote awareness of staff affinity groups, the Institutional Equity Office, and additional University resources. An inclusivity working group creates spaces for learning, dialogue, and collaboration and encourages staff to integrate inclusive practices in their work. A wellness corner connects ITS staff with programs, resources, and events focusing on physical and mental wellness, while ITS community events offer social opportunities to celebrate milestones and engage in recreational activities.

Office of the Vice-President, Research & Innovation – Navigating Caregiving as a Researcher in Academia

The Centre for Research and Innovation Support (CRIS) within the Office of the Vice-President, Research & Innovation created a unique forum, combining a panel discussion with a collaborative workshop for faculty members, students, and staff, to explore the challenges of balancing academic research duties with caregiving responsibilities. The insights of panelists and participants affirmed shared experiences and generated practical solutions that will inform resources available to the wider University community. Discussions spanned such topics as time management and setting boundaries; understanding parental leave, caregiving accommodations, and other relevant policies; and identifying practices to support caregiving within academic teams. This first-of-its-kind session inaugurated a series of CRIS workshops focused on enhancing leadership and personal effectiveness for researchers.

Dalla Lana School of Public Health – Bridging the Gap at U of T

The dialogue initiative Bridging the Gap (BtG), launched at U of T in October 2024, gathered momentum last year with three discussions held at the Multi-Faith Centre. Inspired by an initiative founded by York University Professor Randal Schnoor, BtG at U of T is led by a student executive and one faculty mentor from the Dalla Lana School of Public Health. The rules of engagement are simple: participants introduce themselves and their reasons for attending and agree to participate in respectful dialogue, then break out into groups to discuss Israel-Palestine relations. To date, the sessions have engaged a mix of students and faculty members from across the University—predominantly those identifying as Muslim, Jewish, Israeli, and/or

Palestinian. Guest speakers from outside U of T have also attended. Organizers emphasize the importance of cultivating spaces where diametrically opposed viewpoints can coexist. In the words of BtG's U of T faculty mentor, "the simple act of sitting with people who fundamentally disagree on this sensitive issue and speaking to each other is frankly transformative."

Ontario Institute for Studies in Education – Inclusive washroom projects

The Ontario Institute for Studies in Education (OISE) completed an ambitious, multi-stage initiative to give all occupants and visitors access to both gendered and all-gender washrooms on a single floor throughout the OISE building. Last year, education sessions, tenant consultations, and community consultations culminated with the conversion of two multi-stall washrooms on the 3rd and 10th floors. The project extends efforts by OISE to create inclusive and accessible spaces for all students, employees, and visitors.

Factor-Inwentash Faculty of Social Work – Celebration of Asian Heritage Month 2025

The Factor-Inwentash Faculty of Social Work partnered with the Dalla Lana School of Public Health and Faculty of Kinesiology & Physical Education to celebrate Asian Heritage Month 2025. Students, employees, alumni and members of the external community gathered to recognize the ongoing contributions to health and wellness of Dr. Aya Mitani (Dalla Lana School of Public Health), Sultana Jahangir (Factor-Inwentash Faculty of Social Work), and Dr. Hui Xiao (Faculty of Kinesiology & Physical Education). The sold-out event featured a panel discussion with Mitani, Jahangir, and Xiao and a performance by Jacqueline Teh, Juno Award-winning songwriter and U of T Faculty of Music instructor.

Faculty of Kinesiology and Physical Education – *Pink Light*: Trans Film Screening and Discussion

The Faculty of Kinesiology partnered with the IEO's Sexual & Gender Diversity portfolio to present a screening of *Pink Light* (2025), a short film centring the experiences of a trans man and ex-professional hockey player. In a post-screening discussion, filmmaker Harrison Browne discussed his intention to depict personal challenges and aspirations in nuanced ways, while Carly "CJ" Jackson of the Professional Women's Hockey League's Toronto Sceptres joined the conversation to share their experiences as a nonbinary athlete. Together, their insights prompted reflection on gender norms in sports and encouraged athletes, coaches, and administrators to increase access and opportunity for gender diverse people.

Daniels Faculty of Architecture, Landscape, and Design – Community for Belonging Initiative

The John H. Daniels Faculty of Architecture, Landscape, and Design continued to advance their Community for Belonging initiative aimed at engaging conversations around underrepresented communities and identities within the Faculty. A joint initiative launched in 2023 by the Head, Eberhard Zeidler Library and Assistant Dean, Equity, Diversity, and Inclusion, it began as a reading group and has evolved to encompass other activities, such as book launches, film screenings with post-screening discussions, and walking tours. Last year the Community for Belonging Initiative featured three events, engaging the Daniels community in topics such as [climate change and economic scarcity](#); [the legacy of racism within the profession of architecture](#); and [Indigenous histories and futures](#). The initiative receives ongoing support from the Pillar Sponsorship Fund.

Leslie Dan Faculty of Pharmacy – Doctor of Pharmacy (PharmD) program curriculum renewal

Thanks to the inaugural Guide to EDI in Case Writing, graduates of the new, three-year entry-to-practice Doctor of Pharmacy (PharmD) program at the Leslie Dan Faculty of Pharmacy will be better prepared to serve the needs of a diverse population. Co-developed by an EDI Curriculum Renewal Working Group as part of a multi-year curriculum renewal initiative, the Guide helps course designers create case simulations with an equity lens—encouraging students to consider, for example, how health conditions may present differently across racial, gender, and/or socioeconomic identities, or how these factors may impact the use of prescription medication and other treatments. Additionally, strategies to emphasize student wellness and inclusion have prompted structural changes to the PharmD program. One online course day a week supports learner flexibility, while breaks in between modules create time for individual student support. Student feedback on the program’s first year will be gathered in Spring 2026, informing future iterations of the PharmD course content and program structure.

Division of People Strategy, Equity & Culture – Family Care Office

The Family Care Office (FCO) in the Division of People Strategy, Equity & Culture put their motto “Every Family Belongs” into action at two events supporting 2SLGBTQ+ families last year. In partnership with Hart House, Queer U of T Employees, and UTSG Positive Space, the FCO hosted a [Family Pride event](#) that encouraged connection and family portraiture in a variety of media—from sculptures to zines—as well as offering families the chance to bring home a photo keepsake of the event. At Queer Orientation, an annual event organized by staff from the IEO’s

Sexual & Gender Diversity portfolio, the FCO hosted [2SLGBTQ+ Families Connect](#). This lunchtime session welcomed U of T community members and their loved ones to learn, both from FCO staff and other participants, about supportive programs, resources, and events at U of T and in the broader community.

Enhancing Current Experiences: Tri-Campus Affinity Groups

Affinity groups, employee-driven initiatives supported by the Division of People Strategy, Equity & Culture and our tri-campus equity offices, exist to provide a network for employees to come together based on shared identities, characteristics, and interests. Participants support and learn from each other through networking, mentoring, and professional development activities.

2025 highlights from our tri-campus affinity groups include:

Employees with Disabilities Community Network – Priorities

The Employees with Disabilities Community Network, which provides a community of support and opportunities for mentorship and professional development to employees with disabilities or who identify as disabled, developed its priorities for the new affinity group. The group will focus on sharing supports and resources for employees with disabilities to assist with navigating systems as well as fostering community building, networking, and peer-to-peer connections.

UTSG Positive Space – Positive Hearts: Cards of Kindness

UTSG Positive Space, which, like its counterparts at UTM and UTSC, works to ensure U of T is a place of inclusion and belonging for 2SLGBTQ+ people, hosted a **Positive Hearts: Cards of Kindness** event on Valentine's Day. The crafting event took place in Robarts Library, treating students and employees to Valentine's sweets and inviting them to make cards.

UTSC Connections & Conversations – Reflections on A Culture of Care Summer Lunch Event and Appropriation versus Appreciation Panel event

The UTSC chapter of Connections & Conversations (C&C), an affinity group for Black, Indigenous, and racialized U of T employees and their supporters, brought together over 50 C&C members to share their perspectives on what a **culture of care** means to them and how they could bring the joys of their culture into the workplace. UTSC C&C then continued and expanded this conversation through an **Appropriation versus Appreciation Panel event** open to all employees. The event encouraged participants to understand and apply a lens of cultural humility to their working relationships and their interactions with UTSC's diverse student population. The panel included representation from faculty members at UTSC and UTSG as well as staff leading campus life, special events, and access programs at UTSC.

Queer U of T Employees (QUTE) – QUTE Café Club's Coffee Walks

Queer U of T Employees, an affinity group for two-spirit, lesbian, gay, bisexual, transgender, queer and all sexually and gender diverse (2SLGBTQ+) staff, faculty, and librarians from across U of T's three campuses, hosted five meet-ups and excursions to local cafés. The events supported employee wellbeing by providing casual opportunities for QUTE members to connect and build community while engaging in midday movement breaks. Their success has generated interest in other QUTE activities offered throughout the year.

Daniels School of Architecture, Landscape, and Design – Queering the Faculty

This year, the John H. Daniels School of Architecture, Landscape, and Design introduced a new affinity group for students, staff, and faculty members who identify as members of the queer community. Called "Queering the Faculty," this group encourages its members to gather, work, study, learn—and make, a goal supported by an inaugural woodshop tools and materials lecture and robot demonstration. The group distributed a survey to support its evolution and identify members' interests and aspirations for further conversation, activity, engagement, and supports.

Forging Career Pathways

Across our campuses, our community engaged in skill-building and networking to forge future pathways, building confidence, forming new relationships, and recognizing the value of lifelong learning. Students and employees seized opportunities to share experiences, ask questions, and receive support as they engaged in a wide range of structured and informal sessions.

Tri-campus submissions highlighted 25 initiatives to develop skills and networks for career readiness and career development.

“EDI initiatives matter in physical therapy education to develop learners equipped to address the systemic barriers that may challenge patients from marginalized groups from accessing health care and strive to deliver inclusive and safe health care experiences to our diverse populations where they might see themselves reflected in their health care professionals.” –

Faculty member

UTM Career Centre – New FirstGen drop-in program

The UTM Career Centre launched the FirstGen Drop-in program to better serve its student community, recognizing that nearly a third of UTM students are the first in their family to attend Canadian university and may benefit from targeted resources to connect with career counsellors and staff, ask questions and receive guidance, and address potential barriers and unspoken assumptions around university and professional cultures. FirstGen aims to lay the foundation for students’ success at and beyond U of T, providing resources under four areas: career counselling, employment, on-campus opportunities, and career wellness.

Faculty of Information – Museum Professionals of Colour (MPOC) Initiatives

Museum Professionals of Colour (MPOC), a student association in the Faculty of Information, offered sessions aimed at supporting students preparing to enter a field widely known for its lack of diversity and work at institutions that have traditionally marginalized Black, Indigenous, and racialized stories. The MPOC Human Library connected students and alumni with racialized museum professionals who shared their career paths and experiences navigating museum spaces. The MPOC Mahjong Event (co-organized with Hannia Chen, Four Winds Toronto, and the Toronto Chinatown Land Trust) took a different approach, highlighting the importance of

protecting and celebrating cultural memory and encouraging students to reflect on the role of museum professionals in supporting community-led advocacy and cultural heritage work.

Bloomberg Faculty of Nursing - Updating Course Content for Centre for Professional Development Curriculum

The Centre for Professional Development at the Lawrence Bloomberg Faculty of Nursing, which offers training to enhance the knowledge and skills of those already in the nursing profession, applied an EDI lens to course content across its curriculum last year. The updates integrate clinical research on marginalized populations and promote EDI-focused discussions, such as how to use a trauma-informed and culturally sensitive approach to assess patient health and address pain. These valuable insights, coupled with a heightened awareness of unconscious bias, have the potential to change the way learners care for members of historically marginalized communities.

Jackman Faculty of Law – Black Future Lawyers Primer Series

Last year the Henry N.R. Jackman Faculty of Law introduced an innovative component to their Black Future Lawyers (BFL) program that transforms BFL from an outreach program focusing on academic preparation into a pipeline for Black excellence in law. BFL, a collaboration begun in 2019 with the Black Law Students' Association, Black alumni, and partners across the legal sector, now offers a structured suite of resources that develops participants' practical skills and provides individualized support. Participants can, among other opportunities, access individualized coaching, resume development sessions, and a mentor-in-residence program connecting them with a practising lawyer for career advice. In this way, the new "Primer Series" uniquely strengthens participants' readiness for law school and their ability to thrive in the legal profession.

Rotman School of Management – Women in Management Association (WIMA) Conference

Rotman celebrated its 9th Annual Women in Management Association Conference with the theme "Your Success, Your Story" to create a space for learning and community-building among self-identified women and allies in business. A diverse range of speakers representing industries from finance and medicine, education to communications shared personal narratives and led skill-building sessions for women at all career stages. Supported by Rotman's Equity, Diversity & Inclusion Office, the conference encouraged participants to define success on their own terms

and develop a robust professional network as they strive to achieve their personal and professional goals.

Dalla Lana School of Public Health – Black Leaders in Health Awards

The Dalla Lana School of Public Health broke new ground last year by introducing, at the suggestion of the Public Health Students' Association, a student category to their prestigious Black Leaders in Health Award program, founded in 2023. Last year, Sylvia Okonofua, a Master of Public Health student specializing in Black Health, received the inaugural student award for addressing disparities in healthcare access through her non-profit Black Donors Save Lives. Expanding the award criteria creates a significant opportunity for the School to affirm the critical role that Black students play in shaping the future of public health. At the same time, the change recognizes the power of student exemplars to inspire the next generation of leaders across the University of Toronto.

Division of University Advancement – Annual 2SLGBTQ+ Student-Alumni Career Networking Night and Annual Black Student-Alumni Career Networking Night

The Division of University Advancement (DUA)'s Alumni Relations team supported students in forging future pathways by collaborating on opportunities that connect students with alumni mentors, build their professional networks, and introduce them to potential careers. In early 2025, DUA partnered with the IEO's Sexual & Gender Diversity portfolio and Career Exploration & Education to present the annual [2SLGBTQ+ Student-Alumni Career Networking Night](#). In November, they partnered with the University of Toronto Black Alumni Association, Career Exploration & Education, and Student Life to present the annual [Black Student-Alumni Career Networking Night](#).

Black Research Network Inspires Social 2025 – Mentorship Roundtable Mixer

The Black Research Network (BRN) closed the 2025 academic year with its first-ever Mentorship Roundtable Mixer, an opportunity for BRN faculty members and post-doctoral fellows to enrich their professional networks and gain valuable insights around such topics as leadership, team management, navigating the tenure process, and work/life balance. Mentees moved from table to table in 10-minute intervals to engage in conversations with mentors with diverse lived and professional experience. The evening celebrated Black excellence in research, strengthened community connections, and supported faculty members and postdoctoral fellows in navigating professional challenges and identifying opportunities for career development.

Office of the Vice-Principal Academic & Dean, UTSC – Mentoring Partnership Fund

Inspired by the work of scholar Rachel Endo, UTSC's Office of the Vice-Principal Academic & Dean funded "mentoring partnership" opportunities that prioritize collective learning, collaboration, and connection for teams of faculty members and/or librarians. This year's funded opportunities focus on possibilities, questions, and concerns associated with neurodivergence, Black Muslim feminism, land-based learning, EDI communities of practice, and equity-based communities of research, pedagogy, and care. The projects will be presented at a forum in Spring 2026 attended by Rachel Endo, who will encourage further conversation about the benefits of creating networks of support for individuals who share an identity, lived experience, or interest.

Informing our community

Sharing Information and Using Data to be Accountable to Our Community

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.

"Collecting this data is more than compliance—it demonstrates U of T's commitment to equity and to understanding our community. It informs our planning and programs." – Staff member

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. Respondents may choose to respond to some or all questions in the voluntary survey. Respondents can select more than one response per question and can modify their responses at any time within the reporting period.

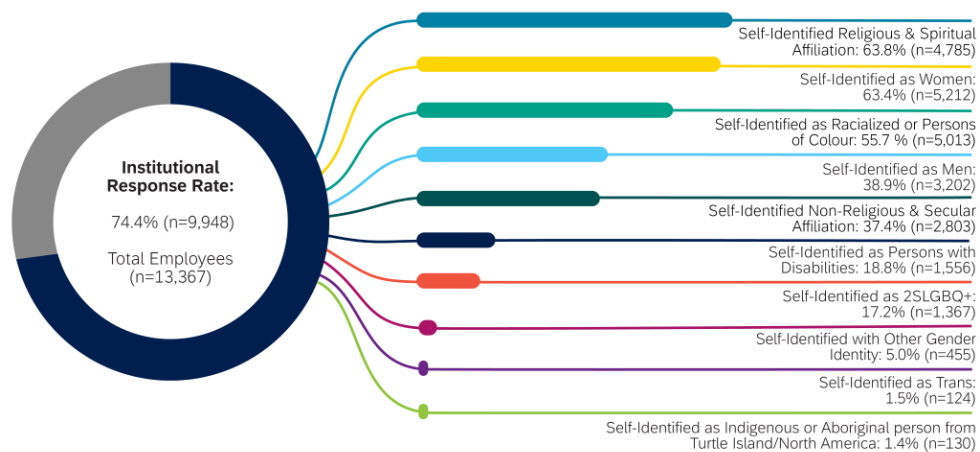
Employment Equity Dashboard

Using the interactive data dashboard, viewers can explore and filter the substantive data by employee type, year, and campus to fully engage with available equity data. [Detailed definitions](#) for the terms and concepts are available on the Employment Equity Data Dashboard.

[Visit the Data Dashboard](#)

Institutional Overview

Understanding the makeup and lived experiences of our community is essential to advancing an inclusive university. This institutional overview from the Employment Equity Survey is a snapshot of the responses provided by University of Toronto employees as of December 31, 2025.



In each case, n= the number of respondents who self-identified in each category.

New web resources

Last year the Institutional Equity Office and institutional partners developed webpages to share timely information with the U of T community.

[Complaints & Concerns about Discrimination & Harassment](#)

The Complaints & Concerns about Discrimination & Harassment webpage, launched in early 2025 to comply with new requirements of the *Ministry of Colleges, Training and Universities Act* (as amended by *Bill 166*), helps users navigate the University's complaints processes. It includes an overview report covering the period of July 1, 2024 to June 30, 2025, summarizing complaints of discrimination and harassment under the Ontario *Human Rights Code*. The University will continue to prepare these reports on an annual basis.

[Faith & Anti-Racism Webpage](#)

The Faith & Anti-Racism Portfolio within the IEO developed a new web presence to keep our community informed about its services and supports. The webpage highlights the portfolio's work to centre institutional strategies and human rights-related legislative frameworks and support key partners across the tri-campus on matters where faith/religion/spirituality/creed- and race-based identities intersect, including on issues of antisemitism, Islamophobia, and religious accommodations.

[Inclusive Resources for Diverse Asian Communities Webpage](#)

The Institutional Equity Office launched a new webpage to raise awareness of educational and supportive resources for U of T's diverse Asian community and the broader University. The page features education programs, research and academic resources, and supports for students, faculty members, librarians, and staff and is informed by recommendations from the Anti-Asian Racism Working Group.

[Did you know?](#)

The Institutional Equity Office, Anti-Racism & Cultural Diversity portfolio, Sexual & Gender Diversity portfolio and AODA portfolio websites had nearly 150,000 visits in 2025.

[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. Here is a glimpse of work currently underway.

"In the context of University Planning, EDI strengthens decision-making, ensures the physical campus reflects the diversity of its users, and grounds future development in the lived experiences of students, staff, faculty, and community partners. [...] Integrating EDI into planning not only enriches the campus today but also shapes a more just, accessible, and supportive University for future generations." – Division

Office of the Vice-President, Operations & Real Estate Partnerships – UTSG Campus Plan 2040

Next year the Office of the Vice-President of Operations & Real Estate Partnerships (OREP) aims to complete the UTSG Campus Plan 2040, which will share an ambitious new vision of the St. George campus that prioritizes equity, accessibility, and inclusion and removing physical, perceptual, and systemic barriers for the future generations who will learn and work here. To support these efforts, OREP has encouraged engagement from diverse members of the U of T community throughout this initial phase. A Steering Committee of students, faculty members, and staff developed the Plan's Guiding Priorities and Driving Values, and online surveys and community open houses to gather feedback and share updates about the Plan's development will continue into the Winter 2026 term.

University of Toronto Communications – EDI Taskforce

University of Toronto Communications (UTC) launched a new EDI Task Force to conduct a comprehensive review of its current processes for communications and brand marketing to and for the University community. Staff consultations will help the Task Force assess to what extent these processes create an inclusive working environment at UTC and support the production of inclusive content that reflects the entire University community. The Task Force will additionally identify University resources, such as the IEO and institutional reports, to guide UTC in addressing areas in need of improvement. A report with recommendations supported by an estimated timeline and budget requirements will be shared with UTC's senior leadership in 2026.

Bloomberg Faculty of Nursing – 5-year Academic Strategic Plan

In 2026, the Lawrence Bloomberg Faculty of Nursing will release a new 5-Year Academic Strategic Plan deeply informed by EDI principles in its development and its content. Inviting a broad range of Bloomberg community members to serve on its Core Engagement Team, the Faculty ensured the Plan would integrate a variety of diverse perspectives from its inception. Extensive community consultation as well as focus group sessions with Bloomberg's Equity, Diversity, Inclusion and Indigenous Reconciliation Committee and Inclusion and Accessibility Working Group have encouraged investment in shaping the future of the Faculty's nursing programs and the learners they attract and support. Such sessions included questions about how to create greater access for a more diverse population of learners and how to build the Faculty's research strength to increase its impact on health systems and communities.

University of Toronto – Policy on Human Rights Discrimination

Building on a foundation laid in late 2025, the University will fulfill a key recommendation of the Review of the *Statement on Prohibited Discrimination and Discriminatory Harassment*: to [create a new policy](#) that will address all the protected grounds identified in the Ontario *Human Rights Code*. Following community consultation on draft principles and a draft policy, the final policy will be presented to governance for approval in 2026. The policy aims to clarify complaints pathways for students and employees and support institutional accountability for creating an inclusive environment that protects the rights of everyone to learn, teach, research, and work at U of T without fear of harassment or harm.

Other Resources

Institutional Equity Commitments

The Institutional Equity Commitments website shares the University's progress on addressing recommendations from our EDI Working Groups and Task Force. The website outlines the commitments U of T has made to the Anti-Black Racism Task Force, Antisemitism Working Group, and the Anti-Asian Racism Working Group. Key portfolios across the tri-campus share their progress on the efforts that are underway to address these recommendations.

EDI in a Global Context

In recognition of the profound impacts that global events continue to have on members of our community, the IEO's EDI in a Global Context web resource brings together available programs, services, supports, and resources from across U of T. Explore the broad range of supports and resources available at U of T.

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.