



FOR INFORMATION

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OPEN SESSION

TO: University Affairs Board

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PRESENTER: As noted above.
CONTACT INFO:

DATE: April 9 for April 29, 2014

AGENDA ITEM: 3

ITEM IDENTIFICATION:

2013 Annual Report of Equity, Diversity and Excellence

JURISDICTIONAL INFORMATION:

The University Affairs Board has responsibility for Equity Issues and Initiatives.

GOVERNANCE PATH:

1. University Affairs Board (April 29, 2014)

PREVIOUS ACTION TAKEN:

This is an annual report.

HIGHLIGHTS:

The “2013 Annual Report of Equity, Diversity, and Excellence”, is a consolidation of the work and achievements of the Equity Offices in partnerships with central and divisional offices across all three campuses, from January 1 - December 31, 2013. The Report is part of the Annual Report of the Vice-President, Human Resources & Equity.

The work of the Equity Offices to enhance awareness of the University’s values of equity, diversity, and inclusiveness, to identify and address concerns and needs as they arise, and to create a vibrant and welcoming community, is incorporated throughout the Report. Key accomplishments are noted, including:

- increased awareness of equity resources and services;
- the development of innovative programming and materials to reduce attitudinal barriers, initiatives to build community and to welcome new and prospective students and employees; and,
- community outreach initiatives, including the Community Safety Office’s (CSO) coordination of an educational outreach event to raise awareness about issues of violence and masculinity, and The Sexual & Gender Diversity Office’s (SGDO) campus-community partnership with the Toronto District School Board to support “OUTshine,” the Canada’s first national Gay- Straight Alliance Conference.

The University of Toronto Mississauga (UTM) hired a new Equity and Diversity Officer, Nythalah Baker. Nataleah Hunter-Young was appointed Program Coordinator with the Anti-Racism & Cultural Diversity Office (ARCDO). The University of Toronto Scarborough began the process of recruiting an Equity and Diversity Officer and the formation of a broad-based Advisory Committee on Equity.

We wish to emphasize that while this report highlights the equity-related activities in 2013, it does not capture all the initiatives undertaken at the University, particularly those for which separate reports are submitted to governance (Employment Equity Report; Accessibility for Ontarians with Disabilities Act (AODA) Report).

Finally, while this report does note some initiatives within faculties, it does not capture all the myriad of activities in support of equity, diversity and inclusiveness that are initiated and carried out through Divisions and Departments.

FINANCIAL IMPLICATIONS:

None.

RECOMMENDATION:

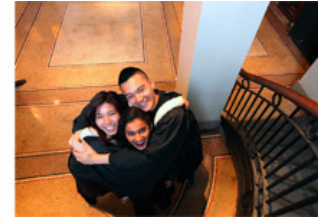
This report is for information.

DOCUMENTATION PROVIDED:

2013 Annual Report of Equity, Diversity and Excellence

Equity & Diversity

Elevating and cementing U of T's role as a leader in Equity



Supporting the world-class teaching, learning, and working community that flourishes at the University while providing an inclusive space for all, takes commitment and dedication from all U of T community members. By providing the resources, training, advocacy, and support needed to create this community at the University of Toronto, Equity Offices and those with equity responsibilities, play a pivotal role across all three campuses.

The University's Equity Offices are responsible for ensuring that the University of Toronto is an equitable, fair, and safe place for all members of its community. They are responsible for reporting and responding to complaints, policy questions, and for providing training and resources to ensure everyone at U of T understands their rights and responsibilities towards building an equitable workplace. The range of Equity Offices provide services to both students and employees, and all play important roles raising awareness of diversity & equity issues both internal and external to the University.

In 2013, the University's Equity Offices and partners undertook a variety of projects and programs to support and educate our evolving community. The following lists a few of the initiatives undertaken in 2013. For more information about equity initiatives and programming at U of T, visit <http://www.equity.utoronto.ca/>.

New Faces

To support our growing community, Equity Offices across all three campuses welcomed new members to their teams in 2013. Among them:



Nythalah Baker

Nythalah Baker was appointed Equity & Diversity Officer at University of Toronto Mississauga



Nataleah Hunter-Young

Nataleah Hunter-Young was appointed Program Coordinator with the Anti-Racism & Cultural Diversity Office (ARCD O)

Equity & Diversity

Engaging with Equity & Diversity

In 2013 a number of initiatives were in play that would serve to build on the work done on equity issues over the past decade.

For example:

- UTSC Executive adopted a set of recommendations Toward Building an Inclusive Community. These feature the hiring of an Equity and Diversity Officer for UTSC (recruit is underway; expected completion January 2014) and the formation of a broad-based Advisory Committee on Equity.

In 2013, many outreach events, workshops and conferences were organized by the Equity Offices and partners to educate and engage University of Toronto faculty, staff and students about equity and diversity issues. A sample of this long list includes:

Living Race, Living Faith Dialogue Series (January 2013)

- Anti-Racism & Cultural Diversity Office (ARCDO) launched a tri-campus peer-facilitated dialogue series entitled, “Living Race, Living Faith” to engage U of T students in dialogue about how their race and faith identities, including their intersection with other social identities impact their experience inside and outside of the classroom. Facilitated by student peers, the first dialogue session, held on the St. George Campus was convened as part of the annual Student Faith Leaders Dinner, hosted by the Multi-Faith Centre for Spiritual Study & Practice.
- Subsequent sessions on both the Scarborough and Mississauga campuses were held with support from the respective Student Affairs Departments and student unions. The dialogue discussions have been well-received by students and the ARCDO plans to continue the sessions in the next academic year.

Lead with Pride (February 1-2, 2013) and Lead with Pride RETURNS (March 1, 2013)

- ‘Lead with Pride’ is an annual two-day LGBTQ student leadership conference organized by the Sexual & Gender Diversity Office (SGDO), VicPride! and a student committee. The conference brings LGBTQ students together to learn about leadership and community building on campus and beyond. This 4th annual conference was followed up by a new initiative called ‘Lead with Pride RETURNS’, a one-day post-conference retreat for Lead with Pride attendees to continue to reflect, learn and apply their learning to their organizations and communities.

Equity & Diversity

Black History Month events at Faculty of Kinesiology & Physical Education (February 2013)

- The Faculty hosted a number of events during February including: Socacize Your Heart (in partnership with Caribbean Studies Students Union and Equity Studies Student Union) (February 10); Movie Night Screening of 'Africa United' (February 11); and a panel discussion on 'Race, Space and Sport' in partnership with Hart House Good Ideas Fund and the Student Initiatives Fund. (February 12)

Faith & Sexuality Event (February 25, 2013)

- Sexual & Gender Diversity Office (SGDO) collaborated with Que(e)rying Religion and other campus partners to deliver this event exploring the intersection of faith and sexuality at UTSC.

International Day for the Elimination of Racial Discrimination Campaign IDERD (March 2013)

- In recognition of IDERD 2013, the Anti-Racism & Cultural Diversity Office (ARDDO) in partnership with Hart House, U of T Students' Union, Centre for Integrative Antiracism Students at OISE, Religious Diversity Youth Leadership and Citizenship and Immigration Canada, held a panel discussion, 'Are You All Talk? Moving from dialogue to action'. The panel was held at the Scarborough Campus March 19, Mississauga Campus March 20 and St. George Campus March 21.

OUTShine 2013 (May 17-20, 2013)

- The Sexual & Gender Diversity Office (SGDO) organized this campus-community partnership with the Toronto District School Board to support "OUTshine," the Canada's first national Gay-Straight Alliance Conference (May 17-20, 2013) by coordinating a group of U of T students and teacher candidates to volunteer and mentor high-school students throughout the conference.

Pride 2013 at U of T

- The 2013 Pride season was kicked off with U of T's annual Pride Pub (June 20, 2013), co-hosted by the Sexual & Gender Diversity Office (SGDO) and Hart House. This year's Pub attracted 1000+ guests and included the new addition of a Community Fair which brought 12 campus and community organizations to share information about their work.
- The SGDO-led team for the Pride & Remembrance Run raised \$6100, landing U of T in 3rd place for the Top Fundraising team at the event (as well as a great team photo with Ontario Premier Kathleen Wynne).
- The SGDO collaborated with staff and students to represent the University of Toronto in the 2013 Toronto Pride Parade.

Equity & Diversity

Queer Orientation (September 19 - 30, 2013)

- In collaboration with a student committee and over 25 participating campus groups, organizations and departments, the SGDO facilitated Queer Orientation, a tri-campus series of events that provides opportunities for new and returning students to make connections and engage in activities and discussions related to LGBTQ communities. Q21: A Conversation Café (January-April 2013; October-December 2013; ongoing in 2014)
- The successful 'Q21 Conversation Café' continued through 2013 (and into 2014). This SGDO program is offered weekly throughout the academic year in the Sussex Clubhouse. Each week, there is a new conversation topic and each session is moderated by a different guest facilitator. There is always coffee, tea, and snacks. This program addresses a need identified by students and serves as a regular drop-in and social space in which to engage and build connections around experiences, identities, and complex equity issues particularly as they relate to the lives and identities of LGBTQ students.

Queer Women on Campus (September 26, 2013)

- Sexual & Gender Diversity Office (SGDO) hosted very successful and highly-attended 'Queer Women on Campus' which is an opportunity for LGBTQ women to meet, share experiences, find resources and network. New and returning students, staff and faculty come together to meet and connect.

Glitter & Glue (May-July 2013)

- SGDO supported a student to organize and co-host (with LGBTQOUT, a student organization) a drop-in crafting social on Wednesday afternoons throughout the summer. Each week, students could come together, craft and socialize. SGDO provided materials and light snacks.

Queer Students of Colour Discussion Group

- The Anti-Racism & Cultural Diversity Office, in partnership with the Sexual & Gender Diversity Office launched a discussion circle and social for students to talk about how sexuality and race affects our lives and communities. This discussion group focused on finding community as queer students of colour and served as a means to engage in discussions about our lives that challenge racism, homophobia and transphobia.
- This group evolved out of a similar collaborative effort between the offices during Queer Orientation Week 2013. Participants were very interested in seeing these conversations continue and thus the two offices have since jointly led one session at the St. George Campus and supported another at UTM during UTMSU Pride Week 2014.

Equity & Diversity

HIV Positive Student Discussion Group

- The Sexual & Gender Diversity Office and community organization, AIDS Committee of Toronto Positive Youth Outreach, partnered to co-host this new discussion group. Its first meeting was held in the fall of 2013. Meetings to continue throughout winter of 2014.

Unfiltered: Truth Talks (November 1, 2013)

- The Anti-Racism & Cultural Diversity Office launched this peer-facilitated drop-in session for students to engage in conversations around race, racism, ethnicity, culture, creed and the intersections among them, inside and outside of the classroom. Three sessions were facilitated between November 2013 and February 2014 with hopes to continue at a higher frequency through the 2014-2015 academic year. The Office has had several requests to offer the programs in different parts of the University.

Colleges and Universities Work - Life / Family Associations Annual Conference (June 2013)

- The Office of the Vice-Provost, Faculty and Academic Life, in conjunction with the Vice-President, Human Resources & Equity, hosted the 'Colleges and Universities Work / Life / Family Association's Annual Conference in 2013'. With over 70 attendees, a range of presenters, and keynote papers provided by Linda Duxbury and Lisa Wolf Wendel, the conference focused on building bridges and sharing pathways and experience to advance the work-life agenda.

U of T Men Against Violence (MAV)

- In 2013, in collaboration with students from the Centre for Community Partnerships, the Community Safety Office (CSO) coordinated an educational outreach event to raise awareness about issues of violence and masculinity as part of the CSO's 'U of T Men Against Violence' initiative. The CSO is looking forward to bringing more of this programming to individual colleges/residences, as well as numerous varsity sports teams, in 2014.

BAC: Build. Act. Change. - Preventing violence together

- In 2012, the Community Safety Office (CSO) participated in a new joint initiative between the partners at University of Toronto Scarborough and the Scarborough Women's Centre (SWC) to create the 'BUILD. ACT. CHANGE. - Preventing Violence Together (BAC) (UTSC)' program. This two-year project's primary purpose is 'to engage young people to prevent violence against women (VAW)'. Participation in the initiative continued throughout 2013.

Equity & Diversity

Camp-US Project to End Violence Against Women at University of Toronto Mississauga (UTM)

- The Community Safety Office (CSO) continued to provide advisory committee representation to UTM's 'Camp-US Project to End Violence Against Women'. The CSO will continue to act as a key partner in the project next year as a number of report recommendations are implemented.

Queer & Trans Family Planning Workshop

- Organized by the Family Care Office (FCO), this workshop addressed questions about family planning, including fertility, home and clinic insemination, sperm banks, adoption, co-parenting, single parenting, non-biological and social (non-biological) parenting, surrogacy, family configurations and family recognition. This workshop was open to all community members, including University of Toronto students, staff, faculty, and postdoctoral fellows.

Maternity / Parental / Adoption / Primary Caregiver Leave Planning Seminar

- Organized by the Family Care Office (FCO), this seminar recognized that combining a career and family life presents special challenges. This workshop adopted a highly practical approach to preparing faculty, staff and librarians for maternity / parental / and adoption leave, and for a successful return to work.

'Coping with a Loved One who may have Alzheimer's Disease' Seminar

- The Family Care Office (FCO) arranged for a highly-trained counsellor from the Alzheimer Society of Toronto to be available for a free 45-minute confidential appointment. Suggested discussion topics included questions or personal concerns individuals had about dementia, such as getting a diagnosis, immediate and future care, family matters, ethical issues, stress and coping techniques. All University of Toronto community members, including retired employees, were welcome.

Equity & Diversity

Accessibility for Ontarians with Disabilities Act (AODA)

On January 1, 2014, the Information and Communications Standard of the Accessibility for Ontarians with Disabilities Act (AODA) came into effect. This Standard focuses on accessible formats and communication supports, and applies to all new web content or print materials created. All web content created prior to this date will be made compliant as updates occur.

To support the changes necessitated by the implementation of the Information and Communications Standard, the AODA Office at the University of Toronto provided resources and training to employees on all aspects of the Act. This includes:

- Redesigned the AODA Office website to include clear sections for Faculty, Staff, and Students;
- Provided instructions for Faculty to help them create educational resources for their classes, and how to integrate accessible teaching into their classrooms;
- Produced tip sheets for staff, including “Accessibility Language for Procurement Agreements”, ‘Web Accessibility Tip Sheet’, ‘Alternative Formats Tip Sheet’, and ‘Adaptive Technology Tip Sheet’;
- Linked to web accessibility resources, including WCAG 2.0 Guidelines, accessibility barrier checkers like AChecker, and Contrast Ratio Checkers to aid with graphic design for the web; and
- Webinars on the Information and Communications Standard and ‘Accessibility 101’

The University of Toronto has partnerships with two Massively Open Online Course (MOOC) platform providers, Coursera and edX. To address the W3C and AODA requirements, the AODA office worked closely with our MOOC instructors and content creators to ensure that the University met Level A success criteria for Web Content Accessibility Guidelines (WCAG) 2.0. In the unique MOOC environment, tens of thousands of students from around the world have access to video lectures, images, text resources, online quizzes and discussion boards to support their learning.

Since 2010, the AODA office continues to offer training and information sessions on making experiences at the University as accessible as possible. Training was attended in 2013 by over 250 staff and faculty, with a special focus on students who complete practicum placements and how to deliver accessible service.

Equity & Diversity



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The University of Toronto, partnered with the Council of Ontario Universities, the University of Guelph, York University, and the Government of Ontario through the EnAbling Change Partnership Program to assemble and develop resources that support the accessible delivery and instruction of programs and courses. These resources, are designed to help Ontario universities meet their obligations under Section 16 of the Integrated Accessibility Standards Regulation (IASR) of the Accessibility for Ontarians with Disabilities Act (AODA).

For more information on the University of Toronto's work to comply with the Accessibility for Ontarians with Disabilities Act (AODA), please see the 2013 - 2014 Ontario Disability Act (ODA) Report.

Equity Recognition at U of T

Based on our 2012 application, the University of Toronto was named one of Canada's Best Diversity Employers for 2013. This award recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs. The Canada's Best Diversity Employers program has been running for seven years, and the University of Toronto has been named a Best Diversity Employer for all seven years consecutively.

One of the reasons cited for U of T's award includes our commitment to address equity and diversity issues through the creation of dedicated offices and roles to support our community.

Canada's Best Diversity Employers is an annual competition run by Mediacorp Canada Inc. in partnership with the Globe and Mail. U of T was also named as one of Canada's Top 100 Employers, one of Greater Toronto's Top Employers for 2013, and one of Canada's Top Family-Friendly Employers for 2013.

Equity & Diversity

Education & Training Initiatives

Throughout the year, the Equity Offices in collaboration with other partners, including other equity offices, student clubs, and faculty to deliver educational and training programs. Some of these include:

- Workshops were provided for Provostial and Decanal assessors on search committees, and promotion and tenure committees focusing on issues of equity and unconscious bias.
- On November 5, 2013, members of the Professional & Managerial Staff employee group were invited to participate in an interactive workshop: 'Practicing Diversity, Equity and Inclusion in the Workplace'. Participants learned about key concepts and terminologies, how they can help create and promote a working environment that is equitable, inclusive and free of discrimination and harassment; and what strategies and resources exist for them to support a diverse, equitable and inclusive workplace;
- Training for University of Toronto Mississauga employees on harassment, homophobia and violence in the workplace;
- Annual collaboration among equity offices to deliver the equity training for the Central Dons and the Joint Orientation Leaders Training (JOLT);
- Transition programming was provided, through continued Ministry support to 797 first-year students who are the first in their family to attend post-secondary education. Training included one-to-one peer mentoring; study groups and social activities. An additional 1,592 other first generation students also participated in programming.
- Accessibility Services on St. George Campus provided enhanced services to 465 students with a learning disability;
- Knox College Residence Training;
- USTC Peer Health Staff Training;
- Centre for International Experience orientation program for first year students; and others.
- Training for Camp U of T (summer camp) staff on sex and gender issues.
- In partnership with the St Michael's College Campus Ministry, the Sexual Harassment Office (SHO) participated in a seminar on empowerment.
- Workshops to graduate students on managing conflict in relations with supervisors.
- Ongoing training to new academic administrators, residence dons, managers and supervisors, Teaching Assistants, orientation leaders, and on request to departments.

Equity & Diversity

Education & Training Initiatives

Offices hosted a number of public education fora addressing various equity-related themes such as:

- “Wounds to Wisdom” program which explored notions of forgiveness and injustices (both interpersonal and structural). Collaborating partners included Hart House, MFC and Hillel)
- “Holocaust Education Week” (led by Hillel at U of T).
- Sponsorship for a number of student-led engagements and initiatives including:
 - » the Annual Black Students Association High School Conference held in May of each year; and
 - » the “1993-2013: 20 Years of Philadelphia” - Still Here: A Symposium on Living and Aging with HIV/AIDS in Canada - December 1, 2013, among others.

Education & Training Initiatives

The Sexual Harassment Office (SHO) handled 17 formal complaints and provided advice and information in 81 informal complaints under the Sexual Harassment Policy. Two of the formal complaints were withdrawn; two were dismissed; two were suspended during other proceedings; ten were resolved in mediation. One is ongoing. The Office provided information and referrals in 55 cases where the matter raised did not fall within the jurisdiction of the Sexual Harassment Policy. Complaint statistics are available at <http://www.utoronto.ca/sho/reports/index.html>.