



**Memorandum to:** Staff in the Division of Human Resources and Equity  
Governing Council  
Academic Board  
Business Board  
University Affairs Board  
UTM Campus Council  
UTSC Campus Council  
Principals, Deans, Academic Directors and Chairs  
Professionals, Managers and Confidential Staff  
President of UTFA  
Presidents of Employee Unions  
Presidents of APUS, GSU, SCSU, UTMSU and UTSU

**From:** Professor Meric Gertler, President

**Date:** June 24, 2021

**Re:** **Appointment of Professor Kelly Hannah-Moffat as Vice-President, People Strategy, Equity and Culture**

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I am very pleased to announce that the Governing Council has approved the appointment of Professor Kelly Hannah-Moffat to the newly created position of Vice-President, People Strategy, Equity and Culture. Professor Hannah-Moffat will serve a five-year term over a five-and-a-half-year period, from July 1, 2021 to December 31, 2026, to include a six-month administrative leave. Professor Hannah-Moffat has been serving as the [Vice-President, Human Resources and Equity](#) since October 1, 2016.

The conclusion from the review that was undertaken by the [Advisory Committee](#), which I chaired, and which involved consultation with various stakeholders, was that under Professor Hannah-Moffat's leadership the Human Resources and Equity portfolio has made significant progress on strategic initiatives in a wide range of areas – people leadership, digital transformation, workplace safety and wellness, relationships with employee groups and union partners, and equity, diversity and inclusion.

It was also clear that the priorities for the immediate and longer term would require an expanded and revised mandate for the future. Paramount among these areas of new or expanded responsibility are an elaboration of an institutional framework to promote equity, diversity and inclusion, an enhanced focus on community safety and emergency preparedness, further enhancements in the areas of digital transformation and people analytics, and further growth in the areas of learning, leadership, culture and wellness to better address the needs of staff.

Over the course of her term, Professor Hannah-Moffat and her team have created an excellent foundation upon which to continue to build. The vision of the portfolio, to be an innovative leader, enhance employee experiences, and to advance an intentionally inclusive, diverse and equitable culture, undergirds all its services and activities.

Prior to taking on the position of Vice-President, Human Resources and Equity, Professor Hannah-Moffat served as Interim Dean and Acting Vice-Principal, at the University of Toronto Mississauga (UTM), while also serving as Advisor to the Provost and the Vice-President, Human Resources & Equity on Sexual Violence and Crisis Services at the University of Toronto. Professor Hannah-Moffat is a distinguished scholar and an experienced academic administrator. Her interdisciplinary socio-legal research focuses on human rights, legal/policy reform, risk algorithms and new technologies. This academic work and her involvement with numerous government and community agencies demonstrate a longstanding commitment to social justice and equity.

Professor Kelly Hannah-Moffat joined the Department of Sociology at UTM in 1999 and is cross-appointed to the Centre of Criminology and Sociolegal Studies. She served as Acting Chair (2006-07) and Chair (2008-11) of the Department of Sociology at UTM, prior to being appointed Vice-Dean, Undergraduate, UTM in 2011. In 2013, she was appointed Director of the Centre of Criminology and Sociolegal Studies, a role she fulfilled concurrently with her vice-decanal role. Professor Hannah-Moffat has an undergraduate degree in Sociology and Legal Studies from the University of Waterloo and is a double graduate of the University of Toronto with an MA and a PhD in Criminology.

Professor Hannah-Moffat's collaborative and principled leadership has been a critical factor in the success of the Human Resources and Equity portfolio to date. I look forward to continuing to work with her in her new role. Please join me in congratulating her on her appointment.

I would like, finally, to thank the members of the Advisory Committee for their involvement in this important process and for their thoughtful advice and guidance.