

UNIVERSITY OF TORONTO  
THE GOVERNING COUNCIL  
REPORT NUMBER 169 OF  
THE UNIVERSITY AFFAIRS BOARD

April 17, 2012

To the Governing Council,  
University of Toronto.

Your Board reports that it met on Tuesday, April 17, 2012 at 4:30 p.m. in the Council Chamber, Simcoe Hall, with the following members present:

Ms B. Elizabeth Vosburgh, In the Chair  
Mr. Ken Davy, Vice-Chair  
Professor Jill Matus, Vice-Provost, Students  
Ms Lucy Fromowitz, Assistant Vice-President,  
Student Life  
Ms Diana A.R. Alli  
Professor Robert Baker  
Mr. Richard Chambers  
Mrs. Heather Hines  
Professor Ira Jacobs  
Professor Bruce Kidd  
Mr. Gary P. Mooney  
Professor Elizabeth M. Smyth

Ms Morgan Vanek

**Non-Voting Assessors:**

Mr. Jim Delaney, Director, Office of the Vice-Provost, Students  
Professor Angela Hildyard, Vice-President,  
Human Resources and Equity  
Mr. Mark Overton, Dean, Student Affairs,  
University of Toronto Mississauga

**Secretariat:**

Ms Cristina Oke (Acting Secretary)

**Regrets:**

Ms Celina Rayonne Caesar-Chavannes  
Mr. Daniel DiCenzo  
Mr. Andrew O.P. Drummond  
Mr. Arman Hamidian  
Ms Tina Hu  
Mr. Samuel Oduneye  
Mr. Jorge Prieto  
Ms Ziyang Zhang

**In Attendance:**

Mr. Steve Bailey, Director, Office of Space Management  
Ms Sandra Carnegie-Douglas, Anti-Racism and Cultural Diversity Officer  
Ms Andrea Carter, Director, Employment Equity & AODA and High Risk Case Manager, Office of  
the Vice-President, Human Resources and Equity (OVPHRE)  
Ms Katy Francis, Strategic Communications Officer, OVPHRE  
Ms Joan Griffin, Special Projects Officer, Office of the Vice-Provost, Students  
Mr. Paul Handley, Chief Administrative Officer, Student Life  
Ms Clara Ho, Vice-President, University Affairs, University of Toronto Students' Union (UTSU)  
Ms Shannon Howes, Co-ordinator, Student Policy Initiatives, Office of the Vice-Provost, Students  
Mr. Walied Khogali, Executive Coordinator, University of Toronto Mississauga Students' Union  
(UTMSU)

**In Attendance (cont'd):**

Ms Rosie Parnass, Quality of Work-Life Advisor, OVPHRE  
Ms Carol Ramm, Financial Administrator, Graduate Students' Union (GSU)  
Ms Danielle Sandhu, President, UTSU  
Ms Paddy Stamp, Sexual Harassment Officer, OVPHRE

ALL ITEMS ARE REPORTED FOR INFORMATION.

**Chair's Remarks**

The Chair welcomed members and guests to the meeting.

**1. Report of the Previous Meeting – Report Number 168, March 13, 2012**

The report of the meeting of March 13, 2012 was approved.

**2. Business Arising from the Report of the Previous Meeting**

There was no business arising.

**3. Compulsory Non-Academic Incidental Fees: Student Society Fees**

The Chair welcomed representatives of the University's student societies who were in attendance to assist in answering questions about requests for fee increases.

**(a) Report on Financial Statements and Internal Auditor's Opinion**

The Chair reminded members that the *Policy on Compulsory Non-Academic Incidental Fees* required that, where the University collected a compulsory non-academic incidental fee on behalf of a student society, the society had to present financial statements audited by an independent public auditor licensed under the *Public Accountancy Act*. The Board's role was to satisfy itself that the *Policy* was being implemented appropriately and that compulsory non-academic incidental fees were not being released to student societies that were not properly accounting for their use.

Professor Matus explained that this annual report was an important accountability mechanism for the Board. This year, the review of the audited statements had been conducted by the Office of the Vice-Provost, Students, with, when necessary, advice from the Internal Audit Department. Previously, the Internal Audit Department had conducted these reviews.

The format of the report had been revised for this year, and all student societies had been included. Forty student societies and one affiliate had fit the three criteria for recognized student societies:

- they represented and were responsible to given 'constituencies';
- membership was automatic based on registration in a particular academic division (or residency in a particular residence); and
- the University collected compulsory non-academic incidental fees from each student eligible to be a member.

### 3. Compulsory Non-Academic Incidental Fees: Student Society Fees (cont'd)

#### (b) Student Society Proposals for Fee Increases

The Chair explained that, as part of its responsibility for matters that concerned the quality of student and campus life, the Board was responsible for the approval of requests for fee increases proposed by student societies. The role of the Board was to consider the processes, governed by policy, by which the proposed increases had been brought forward for approval. If members were satisfied that the processes had been appropriate and thorough, and that any issues that had arisen had been dealt with satisfactorily, then it was the Board's responsibility to approve the fee increases.

Professor Matus noted that this was the second set of requests on behalf of student societies that had been brought forward this year.<sup>1</sup> No complaints had been received concerning the process for approval of the proposed increases.

Mr. Delaney noted that the Engineering Society, in light of concerns that had been raised, would be conducting further referenda on proposed fee increases that had not been approved in the March 30, 2012 referenda. If the referenda were successful, the proposed fee increases would be brought forward to the next meeting of the Board.

Mr. Delaney also noted that students in the Mississauga Academy of Medicine (MAM) would pay fees to the Erindale College Student Union (operating as the University of Toronto Mississauga Students' Union (UTMSU)) as a result of a referendum among MAM students. A member expressed her thanks to UTMSU for welcoming the medical students to UTM.

A member asked whether the Master of Management & Professional Accounting Student Council (MMPASC) would receive a head grant from the Graduate Students' Union. (GSU) in addition to the proposed fee. Mr. Delaney replied that approximately six graduate student societies received funds from GSU in addition to their student society fee. Ms Ramm agreed to check into the matter.

On a motion duly made, seconded and carried

YOUR BOARD APPROVED

THAT, on the condition that the Association of Part-Time Undergraduate Students Assembly of Class Representatives approves the following requests for increases at its meeting in April, 2012, the University Affairs Board approve the following: THAT beginning in the fall 2012 session, the **Association of Part-time Undergraduate Students (APUS)** fee be increased as follows: (a) by \$0.07 per session in the Canadian Federation of Students (CFS) / CFS-Ontario portion of the fee; (b) by \$3.47 per session in the Accident & Prescription Drug Plan portion of the fee; and (c) by \$2.89 per session in the Dental Plan portion of the fee. If approved, the total APUS fee will be \$92.55 per session, charged to all part-time undergraduate students on all campuses.

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<sup>1</sup> At its meeting of March 13, 2012, the Board had approved increases to fees charged on behalf of the Erindale College Student Union (operating as the University of Toronto Mississauga Students' Union (UTMSU)) and the Association of Erindale part-time Undergraduate Students (EPUS).

**3. Compulsory Non-Academic Incidental Fees: Student Society Fees (cont'd)****(b) Student Society Proposals for Fee Increases (cont'd)**

THAT beginning in the fall 2012 session, the **Engineering Society** fee be increased as follows: (a) an increase of \$0.46 (\$0.43 part-time) per session in the society portion of the fee; (b) the establishment of a Skule Nite portion of the fee of \$1.95 (\$0.00 part-time) through 2013-14. If approved, the total Engineering Society fee will be decreased to \$161.47 (\$22.11 part-time) per session, charged to all Faculty of Applied Science and Engineering students.

THAT beginning in the fall 2012 session, the **Erindale College Student Union (operating as the University of Toronto Mississauga Students' Union; UTMSU)** fee be increased as follows: (a) an increase of \$0.26 per session in the society portion of the fee; (b) an increase of \$0.01 per session in the On-Campus First Aid Emergency Response portion of the fee; (c) an increase of \$0.02 per session in the Academic Societies portion of the fee; (d) an increase of \$0.01 per session in the Food Bank portion of the fee; and (e) an increase of \$0.02 per session in the Student Refugee Program portion of the fee. If approved, the total UTMSU fee will be \$126.03 for the 2012 summer session and \$105.31 per session in the fall and winter terms, charged to all full-time undergraduate University of Toronto at Mississauga students.

THAT, on the condition that the Graduate Students' Union Council ratifies the referenda concerning fees for the University of Toronto Environmental Resource Network and the Toronto Sustainable Food Co-operative Inc. at its meeting on April 25, 2012, the University Affairs Board approve the following: THAT, beginning in the fall 2012 session, the **Graduate Students' Union (GSU)** fee be increased as follows: (a) an increase of \$0.60 (\$0.30 part-time) per session in the society portion of the fee; (b) an increase of \$0.22 (\$0.11 part-time) per session in the Canadian Federation of Students (CFS) – CFS-Ontario portion of the fee; (c) an increase of \$4.07 (full-time students only) per session (including an administration fee and sales tax) in the Supplementary Health Coverage portion of the fee; (d) an increase of \$4.38 (\$4.38 part-time) per session (including an administration fee and sales tax) in the Dental Plan portion of the fee; (e) the establishment of a UTERN Fund portion of the fee of \$0.25 (\$0.13 part-time) per session; and (f) the establishment of a Toronto Sustainable Food Co-operative portion of the fee of \$0.50 (\$0.25 part-time) per session. If approved, the total GSU fee will be increased to \$233.00 per session (\$99.98 part-time), charged to all graduate students.

THAT beginning in the fall 2012 session, the **Innis College Student Society (ICSS)** fee be increased as follows: (a) an increase of \$0.53 per session in the society portion of the fee; (b) an increase of \$1.00 per session in the Orientation portion of the fee; Orientation (first year students only); and (c) the establishment of a Town Hall portion of the fee of \$5.00 (\$5.00 part-time) per session. If approved, the total ICSS fee will be \$86.53 per session for first year students and \$35.53 per session for all other students, charged to all full-time and part-time Innis College students.

THAT beginning in the fall 2012 session, the **Nursing Undergraduate Society (NUS)** fee be increased as follows: (a) an increase of \$0.34 per session in the society portion of the fee; and (b) an increase of \$2.50 per session (full-time only) in the Canadian Nursing Students Association portion of the fee. If approved, the total NUS fee will be \$22.34 (\$1.00 part-time) per session, charged to all undergraduate Faculty of Nursing students.

**3. Compulsory Non-Academic Incidental Fees: Student Society Fees (cont'd)****(b) Student Society Proposals for Fee Increases (cont'd)**

THAT, on the condition that the Scarborough Campus Students' Union Board approves the following requests for increases at its meeting on April 10, 2012, the University Affairs Board approve the following:

THAT beginning in the fall 2012 session, the **Scarborough Campus Students' Union (SCSU)** fee be increased as follows: (a) the continuation of the Student Refugee Program portion of the fee; (b) an increase of \$0.48 (\$0.03 part-time) per session in the society portion of the fee; (c) an increase of \$0.71 (\$0.21 part-time) per session in the Student Centre portion of the fee; (d) an increase of \$0.14 (full-time only) per session in the CFS/CFS-O portion of the fee; (e) an increase of \$1.66 (\$0.17 part-time) per session in the Sports and Recreation Centre portion of the fee; (f) an increase of \$4.38 (full-time only) per session (including an administration fee and sales tax) in the Health Plan portion of the fee; and (g) an increase of \$5.18 (full-time only) per session (including an administration fee and sales tax) in the Dental Plan portion of the fee. If approved, the total SCSU fee will be \$229.94 (\$21.07 part-time) per session, charged to all undergraduate University of Toronto Scarborough students.

THAT beginning in the fall 2012 session, the **Students' Administrative Council** (operating as the **University of Toronto Students' Union (UTSU)**) fees be increased as follows: (a) an increase of \$0.34 per session in the society portion of the fee; (b) an increase of \$0.01 per session in the Student Refugee Program portion of the fee; (c) an increase of \$0.14 per session in the Canadian Federation of Students (CFS) – CFS-Ontario portion of the fee; (d) an increase of \$2.41 per session (including an administration fee and sales tax) in the Accident & Prescription Drug Plan portion of fee; and (e) an increase of \$5.14 per session for the Dental Plan portion (including an administration fee and sales tax); and (f) for full-time undergraduates on the St. George Campus only, an increase of the fee for the Student Common Project of \$0.62 per session. If approved, the total UTSU-St. George fee will increase to \$159.63, charged to all full-time undergraduate students on the St. George Campus; and the total UTSU- UTM fee will increase to \$150.61, charged to all full-time undergraduate students on the University of Toronto Mississauga campus.

THAT beginning in the fall 2012 session, The **Varsity** fee be increased as follows: (a) an increase of \$0.03 per session in the society portion of the fee. If approved, the total Varsity fee will be \$1.36 per session, charged to all full-time undergraduate University of Toronto students.

THAT beginning in the fall 2012 session, the **Master of Management & Professional Accounting Student Council (MMPASC)** be established as a student society pursuant to the *Policy for Compulsory Non-Academic Incidental Fees*; and

THAT a student society fee be established as follows: (a) the establishment of a society portion of the fee of \$30.00 per session in the fall and winter sessions, charged to all Master of Management & Professional Accounting students.

#### 4. Hart House Constitution: Revisions

The Chair noted that the Board had delegated authority from the Governing Council to approve revisions to the Hart House Constitution.

Professor Matus explained that the revised constitution incorporated the Hart House vision statement that had been approved by the Board of Stewards in 2011, provided a framework for disciplinary processes with respect to the conduct of members, and clarified the role of the Board of Stewards and the Warden. The Board of Stewards had approved the amended constitution on March 15, 2012.

A member commented that an excellent job had been done on the revision of the language in the constitution.

On a motion duly made, seconded and carried

YOUR BOARD APPROVED

The amended Hart House Constitution of the Board of Stewards, which was approved by the Board of Stewards on March 15, 2012.

#### 5. Annual Report: Equity Offices

The Chair welcomed the equity officers who were present and thanked them for their work.

She reminded members that the Board was responsible for matters of a non-academic nature that directly concerned the quality of life on campus. The Annual Report of Equity, Diversity and Excellence addressed the quality of life for all members of the University community: students, faculty, and staff. The annual report was intended to enable the Board to monitor the University's activities in implementing its policies regarding equity and diversity.

The Board received for information the *2011 Annual Report of Equity, Diversity and Excellence*, which is attached hereto as Appendix A.

Professor Angela Hildyard introduced the members of her Office who were in attendance, and recognized Mr. Richard Chambers, Director of the Multi-Faith Centre and a member of the Board, who was part of her broader team. She stated that all members of the University community were expected to support equity and diversity.

Professor Hildyard informed members that the University was pro-actively addressing issues of equity and diversity. The equity officers were expected to work together as a team. There were also equity experts within various divisions. She explained that her office had a tri-campus mandate. Work was ongoing to build appropriate links with the University of Toronto Mississauga (UTM).

A member asked about the recent turnover of staff and the balance between complaint-driven issues and programming initiatives. Professor Hildyard replied that turnover of staff was due to individuals leaving for other opportunities. She noted that complaint-based issues were addressed as soon as possible. Program initiatives included more training and profession development. As well, efforts had been made to increase the amount of information available on the website.

## 5. Annual Report: Equity Offices (cont'd)

A member commented that, during recruitment efforts, individuals often mentioned the University's focus on equity and diversity. He expressed his concern about the level of co-ordination between the divisions and the Equity Offices. Professor Hildyard replied that responsibilities at the divisional level differed as there were a variety of models in place. Central oversight was necessary in the handling of complaints to ensure that issues involving legislation such as Human Rights, Accessibility for Ontarians with Disabilities and Bill 168 were handled consistently across the three campuses.

A member asked how high risk issues were being co-ordinated at the University. Professor Hildyard replied that she, Professor Matus, and senior legal counsel were always involved with such cases. Individuals on the east and west campuses would discuss issues with Ms Carter who would co-ordinate the responses and manage the situation until it had been resolved. The member asked whether the east and west campuses would establish offices to handle high risk issues. Professor Hildyard replied that it was best to manage such issues centrally to ensure consistency across campuses. She noted that there was value in sharing ideas, and that everyone involved learned something from each case. Professor Matus added that having a risk office on each campus would result in duplication of legal counsel. Currently, excellent staff were available on each campus to handle situations involving risk but it was optimal to continue with one central High Risk Committee.

A member asked about the relationship between the Equity Offices and staff unions. Professor Hildyard replied that in some cases, for example sexual harassment, the individual could choose to make a complaint under the *Sexual Harassment Policy*, or file a grievance with the union. Ms Stamp added that a complaint considered under the *Policy* was handled confidentially and a private mediation process was used, while the grievance process was public and the Sexual Harassment Office was not involved.

The Chair recognized Ms Sandhu who commended the efforts of the Equity Officers. A member thanked the Equity Officers for their efforts and members of the Board showed their appreciation by applause.

## 6. Report of the Senior Assessor

### a) Student Consultation Project Update

Professor Matus reported that, over the past few months, a study of the ways in which students were engaged and consulted through the formal governing structures of the University's central and divisional administrations had been undertaken. Informal opportunities to participate in consultation processes were also being canvassed. Responses had been received from the central administration for the three University campuses, 14 academic units, 5 St. George Colleges, and 7 non-academic units. At this point, 1,465 voting student members who sat on 218 different boards and councils at varying administrative levels had been catalogued. The data was being compiled and ways of presenting the complete findings were being examined. She thanked Mr. Delaney and Ms Howes for their work in moving this project along.

### b) Campus Room Finder

Professor Matus provided an update on the development of an *Online Database of Temporary Space*. The creation of the database had been recommended by the Ad Hoc Advisory Committee on Temporary Space, which had been constituted last year and had met several times to produce a report and recommendations. The database had been developed from a comprehensive inventory of space and would allow students to search rooms by characteristic and availability, and to see similar spaces that might be available if their first choice was not. The database would be integrated as a layer on the new St. George campus map (including room data, accessibility information, and booking procedures). Extension of the project to UTM and UTSC was under consideration.

**6. Report of the Senior Assessor (cont'd)****b) Campus Room Finder (cont'd)**

Professor Matus thanked Ms Fromowitz and the Office of Student Life, and Mr. Bailey and the Office of Space Management (OSM), for their work in developing the first phase of a database of bookable space, which would be available to students online by April 30, 2012. The Campus Room Finder application was a searchable database of rooms managed by OSM, Hart House and Student Life. It was web accessible, mobile friendly, and allowed searches based on the dates wanted with a further filtering for features such as accessibility and types of audio-visual equipment. Rooms could be examined prior to booking, and request forms for any type of room on campus could be accessed from the application.

A member asked if students could book audio-visual equipment using the application. Mr. Bailey replied that the application provided an idea of what was available within the room, but that the reservation of equipment had to be done by contacting the appropriate office.

**c) Name the New ROSI Contest**

Professor Matus announced that the winner of the Name the New ROSI Contest was ACORN (Accessible Campus Online Resource Network), submitted by Kerry D'Costa, a student in the Faculty of Dentistry. It had been chosen by the adjudication panel from over 800 entries from graduate and undergraduate students on all three campuses.

Professor Matus thanked Ms Joan Griffin for setting up and running the contest.

**7. Date of Next Meeting: Wednesday, May 30, 2012 at 4:30 p.m.****8. Other Business**

There was no other business.

On motion duly moved, seconded, and carried,

IT WAS RESOLVED

THAT, pursuant to sections 28 (e) and 33 of *By-Law Number 2*, consideration of items 9 and 10 take place *in camera*.

**9. Appointment: Chair of Council on Student Services (COSS) – 2012-13**

On a motion duly made, seconded and carried

YOUR BOARD APPROVED

THAT Ms Virginia Lomax be appointed Chair of the Council on Student Services, effective May 1, 2012 until April 30, 2013



**10. Appointment: Warden of Hart House**

On a motion duly made, seconded and carried

YOUR BOARD APPROVED

THAT Professor Bruce Kidd be appointed as Warden, Hart House for a term beginning May 1, 2012 until June 30, 2016.

The meeting adjourned at 5:40 p.m.

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Acting Secretary

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Chair

May 7, 2012



There isn't a better workplace than a workplace that accepts the differences that exist between us."

U of T Employee

## Promoting a community that is diverse and inclusive

"I have never worked at an institution that is so gay-positive. Not just 'tolerating' the LGBTQ community, but welcoming sexual minorities of all kinds."

U of T employee

Providing the resources, training, advocacy and support to ensure that all U of T community members can flourish in their roles is an essential part of the desire to provide a world-class learning, research and working environment.

Across all three campuses, Equity Offices and partners play a pivotal role in supporting the University's goal to "eliminate, reduce, or mitigate the adverse effects of any barriers to full participation in University life [and create] the conditions for our diverse staff and student body to maximize their creativity and their contributions." (Statement of Equity, Diversity, and Excellence, 2006)

In addressing specific equity concerns, and by working collaboratively with university divisions, departments,

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“The function of the office is to address people’s concerns, and to resolve them.”

Paddy Stamp, Sexual Harassment Officer

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students and community partners, these offices help students, staff and faculty engage meaningfully with issues of diversity, equity, accessibility and identity.

The Equity Offices are the first point of contact for those with concerns or challenges related to their experiences at the University. They are responsible for responding to complaints and questions of policy and provide the training and information resources needed to ensure everyone understands their rights and responsibilities with regards to equity at U of T. The Offices also play an important communication role, raising awareness about equity issues within U of T and in the larger societal context.

In addition to continued work in these areas, the Equity Offices constantly strive to provide new and innovative ways of responding to changing community needs. Here are a few initiatives undertaken by the Equity Offices and partners in 2011.

### Engaging with Equity

Creating opportunities for people to learn and interact with others around issues of diversity and equity has been a key focus over the past year. To that end, 2011 saw the creation of some new roles, programs and spaces designed to encourage our community to engage with equity issues and to help them better understand their own roles and responsibilities.

At the University of Toronto Mississauga (UTM), a new **Elder in Residence** program was established. Elder **Mark (Cat) Criger** is responsible for holding traditional teaching circles, working with students and providing Aboriginal awareness opportunities on campus. On St. George Campus, **Suzanne L. Stewart** was appointed as **OISE's Special Advisor to the Dean on Aboriginal Education**; **Rinaldo Walcott**, associate professor and Chair of the department of Sociology and Equity Studies in Education was appointed as **OISE's first Special Advisor to the Dean on Equity and Accessibility**; and, **Njoki Wane** assumed the role of **Special Advisor on Status of Women Issues** for a three-year term. As Special Advisor, Njoki Wane focuses

primarily upon research and policy development concerning the intersectionality of gender with race, disability, sexual orientation and aboriginal status as these impact the lived experiences of women faculty, staff and students at the University of Toronto.

New programs and spaces were also introduced this year to provide increased opportunities for people to share information and find training and support. Examples include:

- Accessibility Services St. George created a new **support group for students with ADHD**;
- The Anti-Racism and Cultural Diversity Office initiated a **“What's Race Got To Do With It?”** discussion group about race, creed and popular culture;
- The Sexual and Gender Diversity Office (SGDO) supported the establishment of a new LGBTQ student group **Woodsworth Inclusive (WINC)** playing a role in establishing the group's goals and planning an inaugural promotion event;
- The Family Care Office opened a new **Student Parent Lounge** as part of continuing efforts to provide students with family responsibilities with opportunities to feel part of the U of T community; and,
- Accessibility Services, St. George, in partnership with Student Health & Wellness, began work on improving service coordination for students with eating disorders and students at risk.

### AODA

Upon review of the Information and Communications Standard of the Accessibility for Ontarians with Disabilities Act (AODA), the University noted a need for an electronic repository for resource sharing in alternative formats. To address this need, a partnership project was formed led by the now-retired chief librarian, representatives from the Ontario Council of University Libraries (OCUL) and the AODA Officer.

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“What better place to work than at U of T, where diversity among staff is represented by the student body? Both represent the richness of multiculturalism that Toronto, a world-class city, has to offer.”

U of T Employee

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“Part of being an employer of choice is creating work-life balance opportunities for our employees.”

Rosie Parnass, Quality of Work-Life Advisor

The AODA office also partnered with the Council of Ontario Universities ([www.cou.on.ca](http://www.cou.on.ca)) and the Ministry of Community and Social Services ([www.mcscs.gov.on.ca](http://www.mcscs.gov.on.ca)) to design an online tool kit for university administrators responsible for implementation of the AODA. This tool kit has been used across all Ontario universities with the goal of sharing best practice, utilizing expertise and resources across the sector, and maximizing

the efforts of those responsible for individual institutional compliance of the AODA.

### Training Initiatives

The Sexual & Gender Diversity Office (SGDO) and the Positive Space Committee hosted a workshop series entitled “Introduction to LGBTQ Issues” and also worked with LGBTQOUT, Vic Pride, SCOUT, and OUT@UTM to organize, “Lead with Pride: A Symposium for LGBTQ Student Leaders.”

Training on harassment, discrimination and violence in the workplace for managers, academic administrators and employee groups, was designed and delivered by a joint team which included the Sexual Harassment Office, Labour Relations, the Organizational Development and Learning Centre (ODLC), and the Community Safety Office (CSO).

A new “Guide to Conflict, Culture and Inclusion” curriculum was offered through several tri-campus workshops for staff, including managers and supervisors through ODLC and the Anti-Racism and Cultural Diversity Office. A version of this training was then provided for students, faculty and teaching assistants.

### Accessibility Resources

The Centre for Teaching and Learning and AccessAbility Services at the University of Toronto Scarborough collaborated on a student survey, the results of which were compiled and published in **Open Words: Access and English Studies Journal** ([www.pearsoncomppro.com/open\\_words\\_journal/index.php](http://www.pearsoncomppro.com/open_words_journal/index.php))

At U of T Mississauga, the AccessAbility Resource



Rinaldo Walcott, Special Advisor to the Dean on Equity and Accessibility



Njoki Wane, Special Advisor on Status of Women Issues

Centre worked with the Health and Counselling Centre to provide resources to faculty and academic departments to support students with mental health disabilities and Asperger's Syndrome.

### Issue Resolution

Ensuring that people's concerns are heard and necessary actions taken, is a pivotal role for the Equity Offices.

For example, in 2011 the Sexual Harassment Office handled 24 formal complaints and provided advice and information for 88 informal complaints under the Sexual Harassment Policy. Five of the formal complaints were withdrawn; the rest were resolved in mediation. The Office provided information and referrals in 71 cases where the matter raised did not fall within the jurisdiction of the Sexual Harassment Policy. Complaint statistics can be found at [www.utoronto.ca/sho/reports.html](http://www.utoronto.ca/sho/reports.html).

### Policy Education

The University of Toronto and the Council of Ontario Universities successfully completed the first of two EnAbling Change Partnership Programs. This project created an online toolkit for administrators at Ontario universities to aid in implementation of the AODA with suggested approaches and best practice tools.

Subsequently, a second partnership program was initiated with York University and the University of Guelph to create tools and resources for faculty members regarding the AODA. The Vice-President, Human Resources & Equity sits as Chair on the project advisory group for this initiative.

### Where the World Comes to Work: Equity & Diversity in Recruiting

A focus of Human Resources & Equity this year was on hiring practices and accessibility in hiring. Work with the Human Resource generalists focused on language to use when inviting a candidate to interview and on making arrangements for accommodations, with the end goal of building a more accessible experience for all candidates.

The University of Toronto partnered with NEADS (National Educational Association of Disabled Students) to attend its job fair providing the opportunity for the university to engage candidates looking for career opportunities at large organizations. Also in 2011, the Employment Equity Officer teamed up with the Director of First Nations House to deliver a session at CANNEXUS in Ottawa to career counsellors regarding recruitment and retention efforts at U of T for aboriginal staff and students.

The Office of the Vice-Provost, Faculty & Academic Life, undertook several recruiting initiatives such as:

- The creation of a new faculty recruitment brochure for prospective faculty which highlights the programs and benefits available to faculty, with an emphasis on U of T family-friendly policies and programs.
- Extending the range of workshops for new faculty and their partners to include a session on cultural fluency and transitioning to life in Canada.



Suzanne L. Stewart, Special Advisor to the Dean on Aboriginal Education



Sandra Carnegie-Douglas, Anti-Racism and Cultural Diversity Officer

## Community Relations and Outreach

In 2011, Human Resources & Equity contributed to a variety of initiatives which assisted those outside the U of T community. Among them:

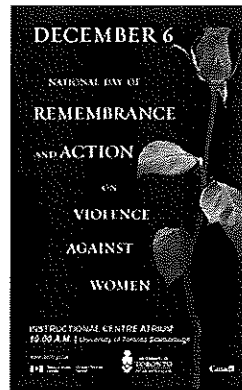
### U of T's United Way Campaign

Despite the poor economic climate, the U of T community across all campuses rallied together to raise \$853,066 for those in need.

Led by for the first time by the Human Resources & Equity division, the committee made great strides in reducing administration costs by almost 100%. In addition to having a volunteer team exclusively manage U of T's campaign, the introduction of a new online donation system dramatically reduced the use of paper and costs (such as the postage), incurred in previous years.

### CIBC Run for the Cure

On Sunday, October 2nd, the Human Resources & Equity team ('The HR Olympians') took to the streets on the drizzly, cold day and in doing so raised awareness and more than \$7,716 in donations. As a result, the team helped U of T win the Run's Post-Secondary Challenge for the second year in a row.



### The National Day of Remembrance and Action on Violence Against Women

Various partners teamed up to commemorate the day with several events including a ceremony at UTSC's Instructional Centre Atrium.

### The National Day of Remembrance and Action on Violence Against Women

Colleagues from Health & Well-being Programs & Services, the Anti-Racism and Cultural Diversity Office, the Status of Women of Office, the Sexual Harassment Office and the Community Safety Office, among others, teamed up with various partners to commemorate The National Day of Remembrance and Action on Violence Against Women with several events including a 'Working for Change' lunch at St. George campus.



On Sunday, October 2nd, the Human Resources & Equity team ('The HR Olympians') took to the streets on the drizzly, cold day and in doing so raised awareness and more than \$7,716 in donations.

## ASKme Program

Orientation is an exciting time for new and returning students. It's also a chance for the University community to celebrate students' arrival to the campus and to show pride in U of T. In this spirit, Human Resources & Equity was pleased to support an important part of the September start-up period: the Office of Student Life's 2011 ASKme Program.

This year, hundreds of staff and faculty joined student ambassadors in seeking to make a positive impact on newcomers' transition into university life. From September 6 to 16, volunteers from all corners of the St. George campus wore an ASKme badge or button, signifying that they were approachable and willing to help. Whether they answered one question, or 100 questions, 'ASKme Ambassadors' helped to provide a warm and friendly welcome to many new (and returning) students.



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## LEARN MORE

You can find out more about the Equity Offices and the services and resources they provide by visiting the Diversity & Equity section of the Human Resources & Equity website at [www.hrandequity.utoronto.ca](http://www.hrandequity.utoronto.ca).

## OUR VALUES

Learn more about U of T's commitment to equity by reviewing our policies and guidelines related to equity website at [www.hrandequity.utoronto.ca/about-hr-equity/policies-guidelines-agreements.htm](http://www.hrandequity.utoronto.ca/about-hr-equity/policies-guidelines-agreements.htm).