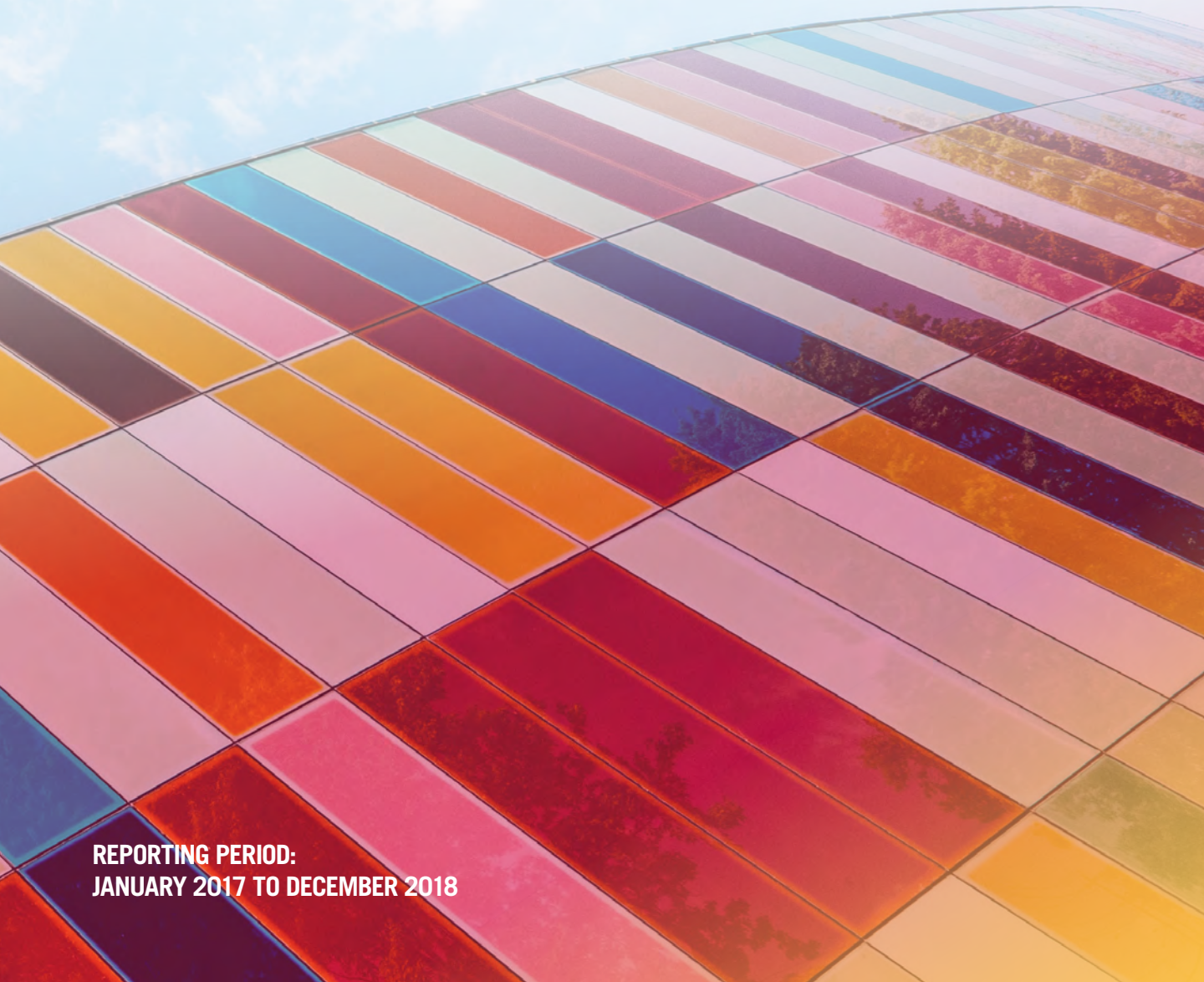
UNIVERSITY OF TORONTO

EQUITY, DIVERSITY & INCLUSION REPORT 2017-2018

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY



REPORTING PERIOD:
JANUARY 2017 TO DECEMBER 2018

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 most recently, the Mississaugas of the Credit River. 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.

Photo Credit: Ken Jones

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For an accessible version of this report, please contact us at vp.hre@utoronto.ca

HUMAN RESOURCES & EQUITY MISSION, VISION & VALUES

MISSION

Empower the University community.

Create and deliver strategic, innovative and equitable outcomes.

Lead systemic and sustainable change.

VISION

Be an innovative leader.

Enhance employee experiences.

Advance an intentionally inclusive, diverse and equitable culture.

VALUES

Accountability

Client Focus

Equity

Excellence

Inclusion

Innovation

Integrity

Knowledge-driven

Photo Credit: Nic Lehoux

STATEMENT FROM KELLY HANNAH-MOFFAT, VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

Photo Credit: Lisa Sakulensky

The University of Toronto is strongly committed to the principles of equity, diversity and inclusion (EDI), and their fundamental relationship to achieving excellence. One of my priorities as Vice-President is to integrate these principles into all aspects of life at U of T and ensure all our policies and procedures reflect this commitment. The Division of Human Resources & Equity (HR & E) has achieved significant EDI progress in the areas of recruitment and hiring, training and education, and digital and physical transformation in pursuit of a more inclusive and equitable learning and working community.

I have a deep appreciation for the many University partners and collaborators that work with my division to advance EDI across all three campuses. As a result, this report is now presented in a new format, which highlights EDI initiatives from divisions, departments and faculties in addition to those from the HR & E portfolio between January 2017 and December 2018. The rights sought by equity deserving groups are distinct from Indigenous rights, which are enshrined in section 35 of the Constitution Act, 1982. Though included in the work of my division, the University's Indigenous Initiatives Annual Progress Report captures those advancements that are not included here.

We are living through difficult times. Now more than ever, it is important to demonstrate our renewed commitment to both equity and inclusion. It is critical that all members of our university community feel a sense of belonging, and that we continue to identify and address systemic barriers, discrimination and harassment to enable meaningful representation of the diverse voices making up the fabric of our rich multi-cultural community.

We have made great strides in focusing our efforts on equity, diversity and inclusion at U of T and we remain committed to increasing equitable practices to enable opportunities and successful outcomes for all. Excellence can only be achieved through intentional inclusion, which requires continuous and consistent efforts to maintain a culture where differences are celebrated and all members of the community are valued contributors to the institution.

I am excited to highlight the creative and inspiring initiatives herein that embody the University's commitment to equity and excellence. I would like to thank all the members of our community that contributed to this report. Please send any comments or suggestions to vp.hre@utoronto.ca.

Professor Kelly Hannah-Moffat,
Vice-President, Human Resources & Equity

UNIVERSITY OF TORONTO STATEMENT ON EQUITY, DIVERSITY, AND EXCELLENCE

The purposes of this statement are to express the University's values regarding equity and diversity, and relate these to the institution's unwavering commitment to excellence in the pursuit of our academic mission.

EQUITY AND HUMAN RIGHTS

At the University of Toronto, we strive to be an equitable and inclusive community, rich with diversity, protecting the human rights of all persons, and based upon understanding and mutual respect for the dignity and worth of every person. We seek to ensure to the greatest extent possible that all students and employees enjoy the opportunity to participate as they see fit in the full range of activities that the University offers, and to achieve their full potential as members of the University community.

Our support for equity is grounded in an institution-wide commitment to achieving a working, teaching, and learning environment that is free of discrimination and harassment as defined in the Ontario Human Rights Code. In striving to become an equitable community, we will also work to eliminate, reduce or mitigate the adverse effects of any barriers to full participation in University life that we find, including physical, environmental, attitudinal, communication or technological.

DIVERSITY AND INCLUSIVENESS

Our teaching, scholarship and other activities take place in the context of a highly diverse society. Reflecting this diversity in our own community is uniquely valuable to the University as it contributes to the diversification of ideas and perspectives and thereby enriches our scholarship, teaching and other activities. We will proactively seek to increase diversity among our community members, and it is our aim to have a student body and teaching and administrative staffs that mirror the diversity of the pool of potential qualified applicants for those positions.

Excellence at the University of Toronto is predicated on core freedoms that are at the heart of every university's mission – freedom of speech and expression, academic freedom and freedom of research

Photo Credit: Nick Iwanyshyn

EXCELLENCE

We believe that excellence flourishes in an environment that embraces the broadest range of people, that helps them to achieve their full potential, that facilitates the free expression of their diverse perspectives through respectful discourse, and in which high standards are maintained for students and staff alike. An equitable and inclusive working and learning environment creates the conditions for our diverse staff and student body to maximize their creativity and their contributions, thereby supporting excellence in all dimensions of the institution.

Excellence at the University of Toronto is predicated on core freedoms that are at the heart of every university's mission – freedom of speech and expression, academic freedom and freedom of research.

At the University of Toronto, we strive to be an equitable and inclusive community

RESPONSIBILITY

The creation of an equitable community, one that is diverse as well as inclusive and that is respectful and protects the human rights of its members, requires the work of every member of the community, across all of our sites and campuses, including students, teaching staff, administrative staff, visitors, alumni and guests.

For its part, the University will strive to make considerations of equity a part of the processes of setting policies, developing procedures, and making decisions at all levels of the institution. While for governance purposes, responsibility for the Statement resides with the Vice-President of Human Resources and Equity, daily responsibility for ensuring that the values expressed in this Statement live and breathe throughout the University will also rest with the President, the Vice-President and Provost, the Vice-Presidents and Vice-Provosts, and each Principal, Dean, Chair and Manager, within the scope of each person's role in the University.

EQUITY, DIVERSITY & INCLUSION IN THE DIVISION OF HUMAN RESOURCES & EQUITY

Photo Credit: Ken Jones

HISTORY OF EQUITY, DIVERSITY AND INCLUSION AT UNIVERSITY OF TORONTO

Equity, Diversity and Inclusion (EDI) have long been important values for the U of T community. The commitment to EDI has been growing, especially in the last two decades. Everyone at U of T is responsible for supporting EDI initiatives but the Vice-President of Human Resources & Equity (HR & E) is accountable to the community and the Governing Council.

To better understand U of T's commitment to EDI, it is important to briefly look back at the history of EDI at the University.

Since expanding the scope of the Vice-President of Human Resources in 2003 to include equity, the portfolio has instituted several important measures and expanded available supports and resources. The Statement on Equity, Diversity & Excellence, published in 2006, affirms the University's values and emphasis on developing a diverse and inclusive working and learning environment for the entire University community.

The Division of HR & E at the University of Toronto includes a suite of Equity Offices that together represent a network of equity-related supports and resources for students, staff, faculty and librarians across the University. Equity Offices address specific concerns and work closely with specific communities across the entire University, covering areas including sexual and gender diversity, antiracism and cultural diversity, sexual violence prevention and support, accessibility, family status and care, community safety, and health and wellbeing.

The Mississauga and Scarborough campuses each have broad-focused Equity Offices to address respective campus needs and work closely with the University-wide Equity Offices as needed. The intersectionality of students' and employees' experiences are taken very seriously and the Offices work intentionally with each other to try to meet the complex needs of our community.

First Nations House and the Multi-Faith Centre, for example, also contribute to the University's diversity and inclusion goals and work closely with the VP HR & E Equity Offices under the direction of the Vice-Provost Students. Equity Offices across the three campuses are:

- Accessibility for Ontarians with Disabilities Act (AODA) Office
- Anti-Racism & Cultural Diversity Office (ARCDO)
- Community Safety Office (CSO)
- Family Care Office (FCO)
- Health & Well-Being Services & Programs (HWB)
- Sexual & Gender Diversity Office (SGDO)
- Sexual Violence Prevention And Support Centre (SVPSC)
- Equity, Diversity and Inclusion Office (EDIO)
  University Of Toronto Scarborough Campus
- Equity & Diversity Office (EDO)
  University Of Toronto Mississauga Campus
- Office Of Indigenous Initiatives

Details on each of these offices can be found in the resources section of this report.

ATTRACTING TALENT

Advancing employment equity is essential for the University's pursuit of inclusive excellence to create a community where all members achieve their full potential. Impactful change is an iterative process, requiring incremental and ongoing advancements to our recruitment, hiring, retention, training and promotion processes to engage underrepresented groups across all three campuses. In 2017 and 2018, the Division of Human Resources & Equity (HR & E) launched a broad range of recruitment initiatives engaging various partners across the three campuses. Our collective efforts ensure the U of T community reflects the diversity of our global city and that our members flourish.

Photo Credit: Lisa Sakulensky

HUMAN RESOURCES & EQUITY INITIATIVES

HUMAN RESOURCES & EQUITY TALENT MANAGEMENT UNIT

A new Talent Management unit, established in 2018, supports all aspects of recruitment, talent management and succession planning for administrative staff. This unit contributes to the University's excellence in strategic recruitment, provides professional development tools and training, creates pathways for hard-to-fill positions, and builds talent pools of diverse and qualified candidates. This unit is the first of its kind at the University and will play a crucial role in attracting and hiring diverse talent to U of T.

HUMAN RESOURCES & EQUITY DIVERSITY INTERNSHIP PROGRAM

Over the course of a one-year paid contract, the program provides human resources industry exposure to a recent graduate who self-identifies as Indigenous or Aboriginal (North America), racialized person and/or person with a disability. After a successful pilot, subsequent candidates were hired in the HR Strategic Initiatives unit in 2017 and at UTSC in June 2018. All divisional HR Offices can apply to host a placement.

RECRUITMENT STRATEGIES AT UNIVERSITY OF TORONTO SCARBOROUGH (UTSC)

UTSC Human Resources and the Equity, Diversity and Inclusion Office partnered in 2018, to develop ways to decrease biases and embed equity into the recruitment process. The process was revamped to include HR & Equity best practices in job postings, screening, selection processes and interviews. An Equity, Diversity and Inclusive lens was also incorporated into the UTSC new staff orientation.

HUMAN RESOURCES & EQUITY INDIGENOUS MENTORING DAY

The Integrated Recruitment division of HR & E hosted its first tri-campus Indigenous Mentoring Day in 2018. This program matches aspiring Indigenous individuals with employee mentors across the University to provide a unique opportunity in experiencing the workplace and gaining first-hand insight from willing mentors. This experiential learning opportunity provides job seekers with unique career insights about working at U of T. It is also a great opportunity for current employees, who apply to be mentors, to establish strategic partnerships and gain access to a diverse talent pool. Given its success in 2018, the Indigenous Mentoring Day became a semi-annual event in 2019.

DOLPHIN DISABILITIES MENTORING DAY

In October 2017 the University's then Strategic Recruitment Centre, now renamed Integrated Talent Management Office, participated in Disabilities Mentoring Day. The program matches aspiring and motivated people with disabilities with community partners to gain insight from practicing professionals around job requirements, duties and tasks. The

University hosted mentees for the day, who shadowed members of staff working in various areas of the three U of T campuses.

UNIVERSITY OF TORONTO SCARBOROUGH (UTSC) HUMAN RESOURCES OUTREACH PROGRAM

In 2018, UTSC Human Resources organized information sessions and participated in local job fairs. The goal was to promote U of T as an employer of choice to a diverse pool of applicants, including newcomers, youth and new graduates, especially targeting Scarborough, Markham and Durham regions. UTSC Human Resources collaborated with the University of Toronto Short-Staffing Service (UTemp), which regularly organizes diverse recruitment outreach activities in different parts of Toronto, in some of these sessions. In 2018, UTSC HR participated in 16 outreach activities.

Photo Credit: Lisa Sakulensky

IN OUR COMMUNITY

Photo Credit: Geoffrey Vendeville

INCREASING EQUITY IN SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM)

Professor Cristina Amon, former Dean of the Faculty of Applied Sciences & Engineering (FASE), served as Provostial Advisor on Women in STEM from 2017-2019. Professor Amon advised on matters related to women in STEM at the University and worked with the vice-provosts and divisions to develop strategies for recruitment, retention and professional development of faculty and students.

FASE has taken significant steps in recruitment that have resulted in greater diversity among new students and faculty members studying and working in STEM. These efforts have resulted in the highest proportion of women undergraduate students in Canada, with 33.1% in the 2017/2018 academic year, an increase of more than 10% in the last 10 years.

The proportion of women faculty members in FASE has also increased over the last decade and now stands at 21.5%. This is higher than any other Canadian engineering school in the U15 group of research-intensive institutions. Nine women working at the forefront of engineering education and research were among the 14 professors who joined the Faculty in 2016–2017. The Faculty's academic plan over the next five years includes emphasizing representation of Black and Indigenous communities in its recruitment of new faculty members and students.

BLACK STUDENT APPLICATION PROGRAM (BSAP)

FACULTY OF MEDICINE

Since 1994, the Faculty of Medicine at U of T has been engaged in a process of developing community connections and increasing the diversity reflected in its MD program. Responding to survey data that identified disproportionately lower numbers of Black medical students at U of T, the Faculty of Medicine welcomed 14 Black students in 2018, thanks to the 2017 launch of the BSAP, representing a double-digit increase from the previous year's total of Black students in the MD Program at U of T.

Rather than relying on a quota system, this increase of Black MD students is the result of pre-application mentorship of Black applicants and a holistic admissions process for BSAP applicants who meet the same rigorous admission standards as all other applicants. Extensive consultation with the Black community was pivotal in the development of the BSAP.

The BSAP applicants' experiences, candidate interviews and academic records are assessed by a diverse panel that reflects the applicants' communities. The panel intentionally includes members of the Black Physicians' Association of Ontario, other leaders in the Black community, as well as faculty members and students at the University. Engaging community leaders and experts in this way has also diversified the Faculty and nurtured the connections between the University and its surrounding communities.

In addition to attracting students, the Faculty of Medicine is committed to the hiring of faculty members and leaders from underrepresented and under-served groups. In 2017, the Faculty instituted new equity processes and content for searches operating out of the Office of the Dean. All search committee members are now asked to complete "Unconscious Bias in Academic Medicine" training from the Association of American Medical Colleges. Searches also now observe the Faculty of Medicine Equity Guidelines and include standard questions regarding equity, diversity and inclusion (EDI), helping to ensure that new hires share the Faculty's values.

As a pathway for Black students to the MD program at the University, the BSAP's success is a result of establishing and nurturing relationships with community and between cohorts of students. Creating more holistic admissions and including equity, diversity and inclusion considerations in the hiring of new leadership has been necessary to enhance equity, diversity and inclusion in the student experience in the Faculty of Medicine. Inspired by their success, the Faculties of Law, Applied Science & Engineering, and other divisions are considering similar programs to increase equity, diversity and inclusion of students and employees at the University.

Photo Credit: Lisa Sakulensky

EXPANDING OUR KNOWLEDGE

Knowing more about diverse communities and their needs is critical to sustaining equitable and inclusive learning and work spaces. Trainings, workshops and other opportunities for dialogue and learning are a core strategy for change in the Division of Human Resources & Equity (HR & E). In 2017 and 2018 there were numerous new ways that different faculties and offices engaged students, staff, faculty and librarians in learning how to better incorporate intentional inclusion. This section highlights just a few of the exceptional initiatives from HR & E and across U of T.

Photo Credit: Caro Ibrahim

CULTURAL COMPETENCY TRAINING

THE OFFICE OF INDIGENOUS INITIATIVES

The Office of Indigenous Initiatives was established in response to the report by U of T's Truth and Reconciliation Commission Steering Committee in 2017. It reports to the Office of the Vice-President & Provost and the Vice-President HR & E and is mandated to support and guide the U of T community as it continues the ongoing commitment towards reconciliation.

The importance of cultural competency was stated as a necessary measure in the University's Calls to Action in the Truth and Reconciliation Commission Report (TRC). In response, the Office launched the Cultural Competency Training in early 2018. The workshop raises U of T community's knowledge of Indigenous communities and helps them recognize any implicit biases they may have. The trainings also explore the relationships that have developed between Indigenous peoples and non-Indigenous peoples over the past 500 years.

During the workshop, the facilitators shift focus from the differences of Indigenous peoples, to how beliefs, practices and histories have impacted the health and wellness, self-esteem, and socio-economic well-being of Indigenous peoples. The goal of this training is to make participants realize that different worldviews, belief systems, spiritual practice and cultures create a diversity of ideas that adds to the value of a society.

The training is available to all U of T community members across the three campuses, including student groups. The ideal group size is 40 people. As of the publication of this report, nearly 650 members of the U of T community have received Indigenous cultural competency training.

HUMAN RESOURCES & EQUITY INITIATIVES

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA) ONLINE TRAINING

In February 2017, the AODA Office launched a new online training module. The training covers accessible customer service, details on the AODA accessibility standard and the Ontario Human Rights Code as it relates to disability. The 30-minute online module is intended for all new and existing employees. At the end of 2018, over 10,000 individuals completed the training.

ANTIRACISM AND CULTURAL DIVERSITY OFFICE (ARCDO) DISCUSSION PROGRAMS

Over 2017 and 2018, the ARCDO organized regular tri-campus discussion series in addition to the IDERD Conference. "The Unfiltered: Truth Talks" series – created a space for students to engage in conversations around race, racism, ethnicity, culture, creed and the intersections among them, inside and outside of the classroom. The "Race & Faith" dialogues create a platform for the University community to engage with the important topic of how race and faith manifest in our lives, inside and outside of the classroom.

SEXUAL AND GENDER DIVERSITY OFFICE (SGDO) EXPANDING AWARENESS OF GENDER IDENTITY AND GENDER EXPRESSION

The SGDO is engaged in a variety of education initiatives across all three campuses with students and employees.

Responding to changes in the Ontario Human Rights Code, the SGDO frequently delivers workshops and training on issues of gender identity and gender expression across institutional units and departments. The SGDO staff annually deliver EDI trainings to orientation leaders and residence life student-staff on the St. George, Scarborough and Mississauga campuses, as well as to Hart House staff and several other units and groups.

SEXUAL VIOLENCE PREVENTION AND SUPPORT CENTRE (SVPSC) WORKSHOPS AND TRAININGS

The SVPSC offers a variety of education and training opportunities for members of the U of T community centred on sexual violence prevention and raising awareness of services and supports. Some of the most common and requested workshop topics include "How to Build a Culture of Consent", "Introduction to the University's Policy on Sexual Violence and Sexual Harassment", "Bystander Intervention Training" and "Training on Receiving Disclosures of Sexual Violence". During 2017 and 2018, the Centre delivered 190 workshops to U of T community members.

The University released an online sexual violence prevention training module in 2018, which includes tailored content for students, staff and faculty. The training, which has been available through Quercus since 2018, introduces the "Policy on Sexual Violence and Sexual Harassment" and develops skills to help recognize sexual violence and respond supportively to a

disclosure. By the end of 2018, more than 4,000 students, staff and faculty members had engaged with the online training.

ANGELA HILDYARD LEADERSHIP SYMPOSIUM

The 'Angela Hildyard Leadership Fund' was created in 2016 to establish an annual leadership symposium that features expert speakers in the fields of leadership in equity and diversity. Participants are drawn from the University's senior administrators, both academic and non-academic, and those expecting to assume such positions in the near future.

The inaugural symposium, held in May 2018, featured Angela Hildyard, Special Advisor to the President and the Provost; Kelly Hannah-Moffat, Vice-President, Human Resources & Equity; Maydianne Andrade, Vice-Dean, Faculty Affairs & Equity at U of T Scarborough; and Charmaine Williams, Vice-Dean of Students at the School of Graduate Studies. The speakers discussed the challenges and opportunities around promoting equity, diversity and excellence as well as provided an opportunity for conversations about inclusive leadership in a post-secondary context.

UNIVERSITY OF TORONTO MISSISSAUGA (UTM) EQUITY & DIVERSITY OFFICE (EDO) TRAININGS

The UTM EDO developed and facilitated trainings for staff, faculty, and teaching assistants on topics such as Identifying and Responding to Racism and Diversity, Equity and Inclusion in the workplace. The EDO also annually designs and delivers experiential Equity, Diversity and Inclusion workshops for over 300 student staff and student leaders at the start of the academic year. Another highlight was their Gender Identity and Gender Expression training in 2017 in partnership with SGDO for Student Affairs' professional staff. The office collaborated in Fall 2017 with the Office of the Registrar to create and deliver professional development sessions on recognizing assumptions and biases to engage in more inclusive practices with prospective post-secondary students for the U of T Recruitment Team and Guidance Counsellors. The EDO also planned, developed, and facilitated the Brown Bag Lunch Series in the fall of 2018 for staff, faculty, and teaching assistants to identify and respond to racism in the workplace and classroom and to build a community of allies at UTM.

UNIVERSITY OF TORONTO SCARBOROUGH (UTSC) EQUITY, DIVERSITY AND INCLUSION OFFICE (EDIO) TRAININGS

The UTSC EDIO designed and delivered 29 training sessions in 2018 for over 900 faculty, staff and students, which includes staff from Admissions and Recruitment, Health and Wellness and Human Resources. The EDIO also collaborates with the new Equity Outreach Coordinator in Athletics & Recreation to create an equity framework for athletics. A new highlight this year at UTSC was the collaboration with Human Resources to offer new equity, diversity and inclusion workplace training sessions for both managers and staff.

IN OUR COMMUNITY

SOCIAL WORK MSW-ITR PROGRAM AND DIVERSITY AND EQUITY WORKSHOP

The first cohort of students in the Master of Social Work – Indigenous Trauma and Resiliency Program graduated in 2018 from the Factor-Inwentash Faculty of Social Work (FIFSW). The Program explores culturally relevant ways to work with and heal communities and provides students with a course of study in trauma relevant to the complex needs and demands of practitioners working with individuals, families, schools and communities affected by generational and historical pain and suffering.

FIFSW's Diversity and Equity workshop is interactive and explores some of the key issues and strategies to address diversity and equity in social work practice and education. While the workshop was initially voluntary, it is now required for all incoming Master of Social Work and PhD students. Social work staff and faculty also attend and receive other versions of the workshop tailored to their specific experience, role and needs.

INSTITUTE FOR GENDER AND THE ECONOMY (GATE) AT ROTMAN

GATE promotes an understanding of gender inequalities through rigorous research and proposes how inequities can be remedied by people of all genders both in the world of business and beyond. The Institute offers educational resources, organizes regular book talks, expert discussions and workshops allowing the whole U of T community to participate in the learning process. In collaboration with Behavioural Economics in Action at Rotman, GATE also organized the Behavioural Approaches to Diversity Conference in 2018. The conference aims to develop more sustainable solutions for increasing diversity and inclusion by applying insights from behavioural science.

MINDFEST

The fifth annual Mindfest mental health festival was held in 2017. This unique initiative is spearheaded by the Faculty of Medicine's Department of Psychiatry and seeks to raise awareness about mental health issues and challenges. Designed for both practitioners and non-practitioners, Mindfest brings much needed information about resources and supports at the University and in the community. The event discusses prevention, promotion and current treatment approaches through curated workshops, talks and panels. Open to students, staff, faculty and the general public, the main emphasis of the festival in 2017 was on diversity and resilience.

The Social Work Art Wall – Factor-Inwentash Faculty of Social Work
Black History Month 2019 exhibit "We Are Here" by Natasha Lan

IN ORDER TO CREATE A BEAUTIFUL FUTURE.

THERE IS STRENGTH AND POWER IN KNOWING THAT I'M NOT ALONE. I'M SUPPORTED AND WE TRULY BELONG HERE.

EMBRACING ME

I AM WHAT TIME, CIRCUMSTANCE, HISTORY, HAVE MADE ME. I AM ALSO MUCH MORE THAN THAT. SO ARE WE ALL.

- JAMES BALDWIN

I ENCOURAGE, INSPIRE AND MOTIVATE WHILE ON A JOURNEY OF LEARNING.

JUST LIKE MOONS AND LIKE SUNS, WITH THE CERTAINTY OF TIDES, JUST LIKE HOPES SPRINGING HIGH,...STILL, LIKE AIR, I'LL RISE

- MAYA ANGELOU

WAARI MEYSIDE WAR HAKAA HARO

YOU WON'T LAST, SO LEAVE SOMETHING MEANINGFUL BEHIND

- SOMALI PROVERB

I WAS HUMAN BEFORE BEING BLACK. DESPITE THE EXTERNAL OPPRESSION THAT HAS CAUSED INTERNAL DEPRESSION I STILL SMILE.

I'M A SEEKER ON THE PATH, STRIVING TO CHANGE A SYSTEM THAT BENEFITS AND SUSTAINS OPPRESSION AS A STATE OF PERMANENCY

DO YOU SEE ME? I AM A BLACK SOCIAL WORKER AND I MATTER

THERE IS SOMETHING BEAUTIFUL ABOUT BLACK SOCIAL WORKERS AND THE IMPACT THEY CAN HAVE ON TRANSFORMING BLACK COMMUNITIES

IN THE MIDST OF ADVERSITY WE MUST INSIST UPON OUR ABILITY TO MAXIMIZE OUR GREATEST POTENTIAL

OPPORTUNITY

IT'S NOT JUST IN SOME OF US; IT'S IN EVERYONE.

- MARIANNE WILLIAMSON

TRANSFORMING OUR PHYSICAL & DIGITAL SPACE

Intentional inclusion requires us to consider how students, staff and faculty engage with the University's physical and digital space. The Division of Human Resources & Equity (HR & E) is leading the efforts to modify existing and create new physical and digital spaces to meet the needs of our tri-campus community. In this section some of the most outstanding efforts from 2017 and 2018 are highlighted.

Photo Credit: Lisa Sakulensky

GENDER INCLUSIVITY PROJECT

DIVISION OF HUMAN RESOURCES & EQUITY (HR & E)

It is important that students and employees at U of T have choice over how their name and gender are displayed digitally. While students have had the option to change their name and/or gender without legal documentation since 2009, a similar process for employees was adopted in 2017. The Sexual & Gender Diversity Office (SGDO), the Division of HR & E, and partners in Information Technology Services at the University worked together to modify the digital space to accommodate this innovation.

Employees are able to select 'X' as a gender option in the HR Information System (HRIS), along with 'M' (male) and 'F' (female). With the adoption of 'X', U of T is among the first higher education institutions in Canada to provide faculty, staff and librarians with the choice to identify with an additional gender option.

The Division of HR & E along with many other HR offices at the University have also abandoned the use of gender-specific forms of address (Mr., Ms., Miss, etc.). As another important step, the second phase extended the commonly used gender-neutral forms of address – Mx. and Misc. – as options to employees.

Additionally, the introduction of a display name field – for first names other than one's legal first name – ensures employees are known and searchable on the HRIS by the name they use at work and with their colleagues. Up-to-date name and gender information is now used on all communications from HR. The Division is continuing to partner with other units across the University to ensure the correct name and gender information is used in all communications, such as alumni outreach, email addresses, UTORauth, and our student information systems (ROSI, ACORN and QUERCUS).

HUMAN RESOURCES & EQUITY INITIATIVES

Photo Credit: Lisa Sakulensky

POSITIVE SPACE

The University's Positive Space Campaign seeks to create and identify inclusive spaces for lesbian, gay, bisexual, transgender, transsexual, intersex, queer, questioning and two-spirit (LGBTTIQQ2S) students, staff, faculty, alumni and allies at U of T. There is a Positive Space Committee on each campus, in addition to departments like Engineering supporting local committees.

Along with several other post-secondary institutions in Toronto, the Positive Space Campaign coordinates the popular annual #DisplayYourPride event during Pride month. The event promotes inclusion of sexual and gender diversity through posting images of elaborately decorated work and study spaces on social media.

THE TRI-CAMPUS WASHROOM INCLUSIVITY PROJECT

This project is a unique collaboration between students and staff across equity offices and campus services with the goal of providing clear and updated information about the range of U of T's current washroom facilities and fostering a safe and inclusive campus community.

In 2018 the All-Gender Multi-Stall Washrooms project at UTM was completed, making six multi-user all-gender washrooms available. Additionally, two of UTSC's newer buildings, the Toronto Pan Am Sports Centre (TPASC) and Highland Hall, include all-gender and universal washrooms. There are 6 single-user all-gender washrooms at TPASC, and 1 multi-user Universal change room. At Highland Hall, there are 4 single-user Universal washrooms, and 2 multi-user, all-gender washrooms.

Photo Credit: Lisa Sakulensky

PRIDE AND TRANS FLAG CEREMONIES

Pride flag raising ceremonies have been held at the University since 2015 as a way to signify the beginning of Pride month. The Trans flag was raised for the first time in 2018 next to the Pride flag, displaying the University's continued support for the trans community on campus. The flag raising ceremony on the St. George Campus, spearheaded by the Faculty of Kinesiology & Physical Education and in partnership with SGDO, symbolizes the University's solidarity with the LGBTQ+ community. Similar ceremonies are held on both the UTM and UTSC campuses.

THE SEXUAL VIOLENCE PREVENTION AND SUPPORT CENTRE (SVPSC) SUPPORTIVE AND CONFIDENTIAL SPACES

The SVPSC opened its doors in 2017, with locations on all three campuses. The Centre acknowledges the importance of having a welcoming and confidential space where any person from our community can go to learn about the supports available to the community. Whether or not they choose to make a formal report, any member of the University community who has experienced or witnessed sexual violence, regardless of when or where, or anyone who has received a disclosure of sexual violence, can visit the Centre for support.

MULTI-FAITH SPACES

The UTM Equity & Diversity Office in collaboration with the UTM Office of the Registrar and UTM Muslim Students Association organized a pilot project to reserve two classrooms at the north and south end of campus for multi-faith use during the 2017-18 academic year. The experiences and information gathered from this pilot project continue to inform ongoing efforts to identify, create, and/or transform suitable spaces for multi-faith spiritual and religious practices at UTM.

The Multi-Faith Centre both organizes discussions and events focused on faith and spirituality, and serves as a central space for prayer, meditation and reflection for the U of T community. The St. George campus has several other multi-faith spaces, including the multi-faith room in Robarts Library and the Bahen Centre or the chapel and other rooms at Hart House.

ROBARTS LIBRARY FAMILY STUDY SPACE AND NURSING ROOMS

Robarts Library in partnership with the Family Care Office opened a family study space for parents and their children in 2018. A first of its kind in a Canadian university or college, the space is designed to ease the burden on student parents as well as staff and faculty who have young children. It is a safe and secure space that allows parents to engage in their academic pursuits while their children are occupied with a large inventory of toys. A designated space for parents in the library also helps build a community among a group that tends to be invisible in universities. The Family Care Office also assisted Robarts Library with setting up two nursing rooms in 2018. Both rooms are quiet, private and have an electrical outlet for pumping. The family study space and the nursing rooms are another way of making U of T more inclusive of everyone who comes to work and study here.

Photo Credit: Lisa Sakulensky

IN OUR COMMUNITY

Photo Credit: Makeda Marc-Ali

ROTMAN SCHOOL OF MANAGEMENT INCLUSIVE SPACES

Rotman School of Management completed its two new inclusive spaces in 2017: a nursing room and a silence and reflection room. The nursing room provides a private and welcoming space for nursing and pumping, a compelling need for mothers who study and work on campus. The room has already been embraced and is frequently used by Rotman guests, students, and staff.

In partnership with students and Building Operations, the Rotman Office of Student Engagement initiated a silence and reflection room, which is a dedicated space for quiet contemplation and mental wellness. It also provides a calm and silent space suitable for meditation, prayer or other silent practices. The room is equipped with meditation pillows, yoga mats, armchairs, and is available to the Rotman community 24/7.

BUILDING & CELEBRATING OUR COMMUNITY

The Division of Human Resources & Equity (HR & E) actively engages with staff, faculty and students to build and celebrate our community. This involves supporting the work of affinity or working groups and task forces, as well as collectively celebrating our diversity through events and programming. The University and the Division feel tremendous pride in our community's diversity and the continuous efforts to build a more inclusive U of T community. Consequently, it is also important to dedicate moments and spaces to celebrate all sorts of achievements small or large, to recognize the people who are going above and beyond in their commitment to advance EDI as well as to remind our community that we are all welcome and that we belong to this U of T community.

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION (IDERD) CONFERENCE AND AWARDS

ANTI-RACISM AND CULTURAL DIVERSITY OFFICE (ARCDO)

IDERD Conference - Student Led Panel Discussion

Established by the United Nations in 1966 to commemorate the Sharpeville Massacre of 1960, the International Day for the Elimination of Racial Discrimination (IDERD) is observed annually on March 21. In 2017, the ARCDO collaborated with Hart House to organize the first IDERD Conference. This new annual conference is an opportunity to gather faculty, staff, students, and the broader community to engage, discuss and strategize issues of race, antiracism and systemic discrimination in the context of higher education.

This unique conference curates sessions and workshops that address antiracism through an intersectional lens to consider faith, Indigeneity, colonialism, colourism, immigration status, and other forms of injustice and discrimination experienced by racialized communities. The inaugural conference was titled "What's Anti-Racism Good for Now?" while in 2018 it explored the theme of "Anti-Racism Change in Postsecondary Institutions: Resistance, Assessment, Measurement, Accountability". The conferences have covered equitable access to graduate education for racialized students; the #MeToo movement and representation of racialized voices; how data collection can support recruitment and retention of staff, faculty and students.

In addition to IDERD conferences, the IDERD Awards, created in 2012, introduce our community to creative and new ways of addressing racism and improving inclusion in higher education. IDERD Award winners inspire the U of T community, reminding us that each person plays a vital role in eliminating racism in the workplace, classroom and in society at large. IDERD Award winners are leaders in fostering a culture of belonging and racial equity, inclusion and cultural diversity at the University, which drives the success of U of T as an institution.

HUMAN RESOURCES & EQUITY INITIATIVES

CONNECTIONS AND CONVERSATIONS

Connections and Conversations is a tri-campus affinity group for racialized U of T staff and their supporters, prioritizing equity and applying an anti-oppression framework to build professional development and mentorship opportunities for racialized staff. Their second annual tri-campus gathering in 2017 was themed "critical friends", which attracted about 90 people. The event featured a workshop and a panel discussion exploring what it means to be a critical friend and listening, taking risks and supporting people from behind the scenes. In addition to the annual event, Connections and Conversations has a chapter on each of the three campuses, which organize more frequent events related to issues most relevant to that specific campus. The staff-driven initiative is supported by the ARCDO and the Equity Offices at Mississauga and Scarborough.

QUEER UNIVERSITY OF TORONTO EMPLOYEES (QUTE)

QUTE is an employee resource group for lesbian, gay, bisexual, transgender and queer (LGBTQ+) staff and faculty. The group builds community and encourages networking through a variety of social and networking events and is coordinated by two volunteer employee co-chairs. In 2017, QUTE organizers invited Dr. Lee Airton for a conversation café to discuss the No Big Deal Campaign, which offers tools for people to show their support for transgender and nonbinary people and gender neutral pronouns in everyday life.

PRIDE AT THE UNIVERSITY OF TORONTO

Pride Pub has become an annual highlight for Pride celebrations at U of T and for the city of Toronto. Co-hosted by the SGDO and Hart House, the event features a BBQ, community fair, family-focused activities, performances by queer artists and dancing

Photo Credit: Lisa Sakulensky

to much loved community DJs. MoveU, Hart House, the Family Care Office and Alumni Relations organize activities for all while off-campus LGBTQ+ community organizations and U of T departments provide information and resources, promote volunteer opportunities and other ways to get involved. This event is open to U of T students, staff, faculty, alumni, friends, families, and community members.

The SGDO collaborates with UTSU and other student groups including LGBTOUT to coordinate U of T's tri-campus presence at both the Trans and Dyke Marches and the Pride Parade. These popular annual events draw students, staff, faculty and alumni on to the streets to celebrate Pride and advocate for LGBTQ+ rights. To the city's east, the SGDO served on the planning committee for the Eastside Pride in 2018, held at the Scarborough Civic Centre; extending its connection to LGBTQ+ community agencies and service providers around UTSC.

SEXUAL & GENDER DIVERSITY OFFICE (SGDO) PROGRAMMING

The SGDO organizes programming on sexual and gender diversity for the U of T community. Queer Orientation 2018 saw the largest number of events and programs since its first year in 2006. This full week of LGBTQ+-focused programming across all three campuses during the month of September offers new and returning students an opportunity to make connections, engage in activities and have discussions related to LGBTQ+ communities. The SGDO's monthly and weekly discussion groups: Gender Talk, Queer & Trans Students of Colour, Q21, and UTSC's Outside the Box continued to draw students in 2017 and 2018 for facilitated discussion on topics salient to their lives, and that explore their intersectional identities.

UNIVERSITY OF TORONTO SCARBOROUGH (UTSC) INCLUSION STARTS WITH 'I' CAMPAIGN

The UTSC's Equity, Diversity and Inclusion Office started the Inclusion Starts With 'I' Campaign at UTSC in 2018. Inspired by similar campaigns outside the University, this campaign called on members of the U of T community to pledge individual action to creating a more inclusive and welcoming campus. More than 2,000 pledges with the hashtag #InclusionStartsWithI were shared on Twitter, Facebook and Instagram. As a result, staff, faculty and students were able to reflect on their role in inclusion and think of practical steps they can take to ensure equity and inclusion are embedded in their work and interactions with others.

THE LUDWIK AND ESTELLE JUS MEMORIAL HUMAN RIGHTS PRIZE

The award is presented to a U of T faculty member, staff member or student who has made a positive and lasting contribution to education and action against discrimination. The 2017 winner was Professor Lance McCready from the Department of Leadership, Higher and Adult Education at OISE, whose research focuses on the health, education and well-being of young Black men in urban environments, particularly those who identify as African (American), Caribbean, and/or LGBT. The 2018 winner was Professor Neil Nevitte in Comparative Politics at the Department of Political Science, whose expertise and advocacy concentrate on equal opportunity and justice in the political process, especially elections.

UNIVERSITY OF TORONTO MISSISSAUGA (UTM) CARIBBEAN CULTURES

This inaugural community-building event in 2018 included an Afro-Caribbean dance workshop, Caribbean-themed lunch, and educational presentation of Caribbean cultures and history. In partnership with the UTM chapter of Connections & Conversations, International Education Centre, and student group Caribbean Connections, this was the first UTM community-wide event at celebrating Caribbean cultures and diaspora. The celebration and educational event brought together approximately 50 students, staff, and faculty to increase understanding of Afro-Caribbean histories and dances, as well as provide the opportunity to build relationships with one another.

IN OUR COMMUNITY

Award Recipients at African Alumni Association event.

FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION (KPE) TASK FORCE ON RACE AND INDIGENEITY

KPE created the Task Force on Race & Indigeneity in 2017 to improve equity and diversity in all its programming, including sports, recreation, intramurals, curricula and research. The 12-member Task Force examined multiple aspects of the institutional, work, academic and co-curricular environments at KPE as well as systemic barriers to access in admissions, curriculum, retention, employment, and participation in the Faculty's programs.

In addition to conducting an environmental scan of relevant research and practices, the Task Force consulted widely within the University and with experts in the area of anti-racism and Indigenous inclusion in higher education, athletics and recreation including students, faculty, staff and the broader U of T community. The Task Force's final report was presented to Faculty Council in 2018 and includes substantive recommendations, such as finding new ways to integrate race and Indigeneity into the curriculum or allocating more money for scholarships and bursaries for Indigenous and racialized students. It also includes an implementation framework involving measurable outcomes and timelines for implementation.

AFRICAN SCHOLAR AWARDS

The African Alumni Association at U of T presented the first African Scholar Awards in 2017. The award recognizes faculty, students, alumni and community leaders for their commitment to building and strengthening communities inside and outside the University in ways that promote diversity, inclusivity and innovation. The Association also hopes to encourage a culture of African excellence by rewarding exemplary service. The African Scholar Awards have now become an annual event.

TRACKING & REPORTING ON OUR PROGRESS

Essential to making the University's work on equity, diversity and inclusion (EDI) transparent are tracking and documenting the current divisional and institutional landscape, which allows units and the University at large to identify areas for improvement. Reports and policies also help the institution track meaningful progress in the identified areas. The following reports and policies are important building blocks for the strategic direction of EDI at U of T.

Photo Credit: Paul Orenstein

HUMAN RESOURCES & EQUITY INITIATIVES

EMPLOYMENT EQUITY REPORT

The 2017-18 Employment Equity Report indicates U of T is on a path to reducing representation gaps among its employees. According to the report, 19% of faculty and librarians identify as racialized person/person of colour, compared to 17% in the previous year. Faculty and librarians also indicated an increase of women employees from 47% to 48%. For staff the numbers are steady – 33% identify as persons of colour and 66% as women. In addition, 1% of staff, faculty and librarians self-identify as Indigenous/Aboriginal. 9% of staff, and 7% of faculty and librarians, self-identify as having a visible or non-visible disability, and 9% of staff, and 11% of faculty and librarians, self-identify as LGBTQ+. The Employment Equity Survey and its results are vital to help the University develop programs and initiatives to support the diversification of employees at U of T. The survey is available for all U of T employees – including non-appointed staff (i.e. TAs, other groups) and casual staff through Employee Self-Service (ESS).

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA) REPORT

The 2017-18 AODA Annual Report & Plan for the first time included sections with recommendations and next steps, in addition to the usual narrative on progress made over the year. The report focused on six main areas: accessible built environment, accessible communications, accessible service delivery, research & partnership, pedagogy, and mental health. The report provides next steps to ensure an inclusive environment in which incorporating accessibility considerations infuse, all aspects of our thinking, planning and programming.

POLICY ON SEXUAL VIOLENCE AND SEXUAL HARASSMENT

The new Policy on Sexual Violence and Sexual Harassment took effect January 1, 2017. The policy, developed in conjunction with the Office of the Vice-President & Provost, applies to all members of the U of T community and makes available the same services to everyone – students, faculty and staff. All incidents between members of the community, whether they take place on or off campus or online, are covered by the new policy. It also reduces the barriers to disclosure and reporting by minimizing the number of times complainants are asked to tell their story and maintaining as much confidentiality as possible. Also, there is no requirement to make a formal report in order to access support or to receive academic, employment or other accommodations. These and other aspects of the policy contribute to a safer and more equitable work and study environment and demonstrates U of T's commitment to preventing and responding to sexual violence.

IN OUR COMMUNITY

REPORTING ON EQUITY IN RESEARCH

VICE-PRESIDENT, RESEARCH & INNOVATION, AND STRATEGIC INITIATIVES

Advancing research excellence and innovation is a main objective of research-intensive institutions across the globe. The University's Canada Research Chairs Equity, Diversity and Inclusion Action Plan and the Institutional Strategic Research Plan 2018 – 2023 outline strategic actions to achieve greater equity and diversity across the University's research and innovation programs. These key documents confirm the institution's commitment to integrate the principles of equity, diversity, and inclusion (EDI) into U of T's research and innovation activities and to continually examine and monitor our practices, policies, and programs.

The Vice-President Research & Innovation, and Strategic Initiatives (VPRI) established the Equity and Diversity in Research and Innovation (EDRI) Working Group in 2017. The group made 49 recommendations to the Vice-President on fostering a culture of equity, diversity and inclusion across the university's research and innovation activities, and on addressing new EDI requirements for key federal research programs. The recommendations include calls for the VPRI to provide leadership in ensuring consistent EDI practices; develop EDI education materials and resources for faculty, staff and reviewers; facilitate the collection and use of equity data; promote community partnerships in research involving under-represented groups; and communicate key recommendations to other senior portfolios. Progress on addressing these recommendations, and other initiatives undertaken by the VPRI portfolio, are having measurable impact.

To enable this progress, VPRI allocated two new positions tasked with supporting equity and diversity in research and innovation. The Research Equity and Diversity Strategist supports the application of EDI

Photo Credit: Ken Jones

considerations in both external and internal research funding programs. A priority is helping to create and support mechanisms to ensure appropriate representation of the four federally designated equity-seeking groups among the University's cohort of Canada Research Chairs. Through the combined focus and efforts of the VPRI and academic divisions, the University now meets or exceeds the program-mandated targets for all four designated groups, setting the stage for higher levels of representation.

The Partnerships Development Officer helps to coordinate and leverage the University's engagement with community partners including Indigenous communities, fostering access to each other's unique knowledge, expertise, and capabilities on issues of shared interest for the benefit of society. For example, the PDO supported a pilot initiative, the Community Partnerships Research Program, which was jointly funded by the Connaught Fund and the Division of the Vice-President and Provost. The program attracted and supported several proposals involving Indigenous partners, as well as proposals related to LGBTQ+ issues and social inclusion.

Consistent with one of the recommendations of the EDRI Working Group, the VPRI is about to announce the establishment of a standing committee on EDI in research and innovation. Reporting through the Vice-President's Research Advisory Board, and working in coordination with the Office of the Vice-President, Human Resources & Equity, and the Office of the Vice-Provost, Faculty & Academic Life, the Committee will provide coordinated guidance on EDI efforts related to research and innovation.

LOOKING FORWARD

UPCOMING INITIATIVES IN 2019

In the two years spent planning and collecting information for this report, the Division of Human Resources & Equity (HR & E) became aware of the impressive number of equity, diversity and inclusion activities that are occurring across the three campuses. The report highlights only a small selection of these activities, with a special focus on staff and faculty initiatives. However, it is important to recognize those who work in service of the student experience and have made outstanding efforts in the creation of a more inclusive U of T community.

It is clear that there is a genuine commitment to the advancement of EDI. The Division of HR & E shares this commitment and will continue to invest in people to enable excellence to be recognized and supported. The Division will continue to provide leadership but we would like to remind our community that this is a collective mission and as such, the work belongs to all of us.

Some important initiatives aligned with this mission recently implemented or are planned for later this year include:

- In March of 2019, Jodie Glean was appointed as the new Anti-Racism and Cultural Diversity Director.
- In September of 2019, Karima Hashmani was appointed to the newly created position of Executive Director, Equity, Diversity and Inclusion, where she will be providing strategic oversight in support of the University's equity, diversity and inclusion mission (EDI).
- In September of 2019, Professor Njoki Wane was appointed as Advisor, EDI to the Vice-President, HR & E.
- In the Fall of 2019, the Division of HR & E is launching an EDI Hub, which will be a central source for all EDI-related information, resources and contacts.

Photo Credit: Roberta Baker

EDI RESOURCES

TRI-CAMPUS OFFICES

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA) OFFICE

The Accessibility for Ontarians with Disabilities Act (AODA) Office ensures that U of T is meeting the AODA standard obligations as legislated by the Province of Ontario and makes the University accessible for all staff, faculty, librarians and students. The Office delivers online and in-person trainings, as well as provides outreach and resources among other support services.

ANTI-RACISM & CULTURAL DIVERSITY OFFICE (ARCDO)

The Anti-Racism & Cultural Diversity Office (ARCDO) provides services to support University members in their efforts to foster environments that are intentionally racially diverse and inclusive through the advancement of equitable practices, education and training and the provision of complaints resolution supports on matters of race, faith and intersecting identities as guided by the Ontario Human Rights Commission.

COMMUNITY SAFETY OFFICE (CSO)

The Community Safety Office (CSO) responds to students, staff, and faculty members of the U of T community who are dealing with personal and/or workplace issues that impact their personal safety. The staff addresses the complaint, assesses the personal and community safety risks and provides a continuum of intervention options that the complainant can explore in order to address their personal safety concern(s). Additionally, the Office provides consultation to those dealing with difficult behavior, facilitates women's self-defense sessions, and organizes meetings for U of T Men Against Violence.

FAMILY CARE OFFICE (FCO)

The Family Care Office (FCO) provides confidential guidance, resources, referrals, educational programming and advocacy for the U of T community and their families. They raise awareness of family care issues central to the achievement of educational and employment equity at the U of T. The Office supports current U of T students, staff, faculty, librarians, post-doctoral fellows and their families with many familycare related issues. The FCO has always emphasized an inclusive definition of family.

HEALTH & WELL-BEING SERVICES & PROGRAMS (HWB)

Health & Well-being Services & Programs (HWB) supports U of T employees and managers involved in sick leave, long-term disability, occupational health issues, workplace injuries, and workplace accommodation for employees with disabilities. Among other things, the Office provides information on workplace health, injury, illness and accommodation, as well as support to ease employees' transition back to work after illness or injury.

SEXUAL & GENDER DIVERSITY OFFICE (SGDO)

The Sexual & Gender Diversity Office (SGDO) provides innovative education, programming, resources and advocacy on sexual and gender diversity for students, staff and faculty across the University's three campuses. The SGDO develops partnerships to build supportive learning and working communities at U of T by working towards equity and challenging discrimination.

SEXUAL VIOLENCE PREVENTION AND SUPPORT CENTRE (SVPSC)

Sexual Violence Prevention and Support Centre (SVPSC), created in 2017, is the newest addition to the Equity Offices. The Centre works to create a campus environment where all members of the University community can study, work and live free from sexual violence. SVPSC has locations on each of the three campuses to help students, staff and faculty who have been affected by sexual violence or sexual harassment access support, services and accommodations.

Photo Credit: Ken Jones

UNIVERSITY OF TORONTO SCARBOROUGH CAMPUS

EQUITY, DIVERSITY AND INCLUSION OFFICE (EDIO)

The Equity, Diversity and Inclusion Office (EDIO) promotes an equitable and inclusive campus community, free from discrimination or harassment based on the grounds covered by the Ontario Human Rights Code. The EDIO serves UTSC faculty, staff and students by providing many unique training opportunities, consulting with campus partners on new equity initiatives, and supporting human rights complainants to reach a resolution. The EDIO supports, advises and shares best practices with campus partners on ways to address systemic barriers and create change in their practices and processes.

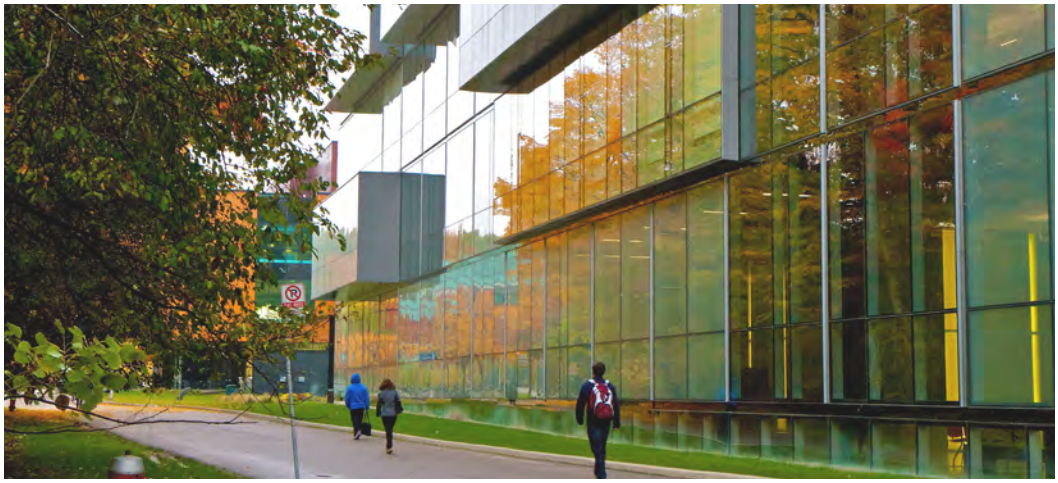

Photo Credit: Cesar Mejia

UNIVERSITY OF TORONTO MISSISSAUGA CAMPUS

EQUITY & DIVERSITY OFFICE (EDO)

The Equity & Diversity Office (EDO) provides programs and services to students, staff, and faculty at UTM. In cooperation with its campus partners, the EDO promotes an equitable and inclusive campus community, free from discrimination or harassment based on age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, record of offences, sex, and/or sexual orientation.

RELATED OFFICES

OFFICE OF INDIGENOUS INITIATIVES

The Office of Indigenous Initiatives supports and guides the U of T community as it continues to work towards reconciliation. Efforts are directed towards listening, coordinating, advising and collaborating with academic and non-academic communities in addressing the Calls to Action. The Office intersects with areas such as teaching and learning, student experience, Faculty and staff recruitment and engagement and community-based research.

INDIGENOUS STUDENT SERVICES/ FIRST NATIONS HOUSE

Indigenous Student Services/First Nations House provides culturally relevant services to Indigenous students in support of academic success, personal growth and leadership development. They also offer learning opportunities for all students to engage with Indigenous communities within the University of Toronto and beyond.

10 YEARS OF THE MULTI-FAITH CENTRE (MFC)

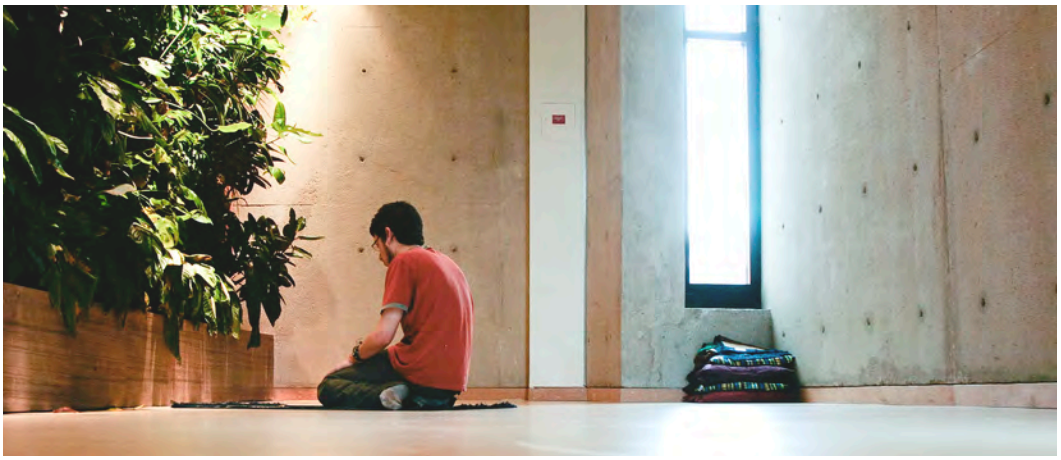

Photo Credit: Jason Krygier-Baum

The MFC celebrated its 10th anniversary in 2018. The MFC serves as a catalyst on campus for interfaith co-operation and navigating religious pluralism, including secular humanism. The Centre engages students in questions of inclusion and difference, especially as students grapple with religious identity, spiritual development and meaning. This includes the intersection of religious, racialized, gender and sexual identity, ability and economic status. The Centre is a tangible expression of the University's commitment to the freedom of religious expression.

In their 10 years of operating, the MFC has had many remarkable achievements, including the MFC Internship Program. This initiative provides undergraduate and graduate students structured learning opportunities to examine the role of religion and religious actors in society; explore questions of identity, culture and community; and engage in personal and collective processes of discerning life purpose and meaning through sustained study of the interconnections between spirituality and social justice.

Another successful MFC program is Qu(e)erying Religion, a St. George campus wide initiative that fosters open spaces for U of T students, staff and faculty who are interested in exploring the rich, sometimes troubling and often sacred intersections of gender identities, sexual orientations, faiths, religions, theologies and spiritual practices and cultures. There are several events a year organized as a part of the program.

Brown Girls Yoga is a collaborative initiative the MFC organizes in partnership with First Nations House and the Centre for Women and Trans People, University of Toronto. These weekly classes are for students who identify as Black, Indigenous, or persons of colour, and who currently or formerly identify as female. The classes are also queer and trans positive, and welcoming to all bodies, levels and abilities.

Photo Credit: Lisa Sakulensky
experience
religious
diversity
chaplains
multi-faith
centre.
multifaith.utoronto.ca
grief
support

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PUBLISHED SEPTEMBER 2019

UNIVERSITY OF TORONTO