A selection of the initiatives that integrate equity, diversity, and inclusion across all three campuses.

The Office of the Vice President, HR & Equity directly and indirectly supports a range of institutional initiatives through our Tri-Campus Equity offices and Office of Indigenous Initiatives.

The University has seven Equity Offices, including the Office of Indigenous Initiatives, that are unique to our institution. These offices support the university community and provide the necessary mechanisms for reporting, responding to, and educating on discrimination and harassment.

The tri-campus structure of our Equity and Indigenous Offices provides students, staff, faculty, and librarians with multiple entry points for accessing supports and resources. This includes a confidential complaints resolution process for students and employees.

In addition to our complaints processes, we provide training and education that address Anti-Racism, Indigeneity, accessibility, sexual and gender diversity, and equity more broadly. Through these engagement efforts we continue to build relationships with the U of T community and provide information about institutional policies, the complaints resolution process, and our many resources and supports available.

In this document:
- Recruiting, Promoting and Retaining Black, Indigenous, and racialized employees and other equity-deserving groups
- Implementing systemic change to our policies, processes, and practices
- Building institutional EDI knowledge
- Fostering a culture of inclusion
- Resolving complaints
- Planning for the future
Recruitment, Promotion & Retention

In 2016, the Division launched an annual, year-long paid HR Diversity Internship, for a recent graduate who self-identifies as Indigenous, racialized, and / or as a person with a disability.

In 2018, HR & Equity established a new Institutional Talent Management unit, with a mandate to create pathways for diverse hiring with a focus on underrepresented groups (Black and Indigenous).

In 2019, Dr. Kofi Hope conducted an independent review of anti-Black racism at the University of Toronto at the request of the VP, HRE. His recommendations are being implemented.

In 2019, HR & Equity hired our inaugural Executive Director, Equity, Diversity & Inclusion. In this role, the Executive Director provides strategic direction and oversight to all EDI offices and initiatives within the Division.

The 2019 data collected from the Employment Equity Survey indicates that U of T is on a path to reducing representation gaps among its employees. In 2019, 30% of faculty and staff identified as a racialized person/ person of colour (an increase of 7% since 2017), and 6.7% of those specifically identify as Black (an increase of 10% since 2017).

The 2020 Employment Equity Report will be published in June 2021.

Affinity Groups for Faculty & Staff

Connections and Conversations is an affinity group for racialized U of T staff and their supporters. Connections and Conversations organizes campus specific and tri-campus events to encourage cross portfolio, cross divisional and cross campus collaboration to provide a community of support and opportunities for mentorship and professional development. Connections and Conversations works with the University in fostering learning, working and living environments that are racially equitable, diverse and inclusive.

Queer U of T Employees (QUTE) is an employee resource group for LGBTQ2S+ staff and faculty who work at U of T.

Engagement with Indigenous employees and Communities

The Division of HR & Equity hosts Indigenous Mentoring Day twice a year. In February 2021, 9 mentees (individuals interested in working at the University of Toronto) were paired with 13 mentors and participated in a day of networking and job shadowing.

The Indigenous Education Network (IEN) is a group of students, faculty, staff and community members who share a common commitment to and passion for Indigenous Education and Research. The IEN hosts speakers, socials, and teachings throughout the year as a way for Indigenous and non-Indigenous community members to participate in experiential learning and to network.
Implementing Systemic Changes

We are embedding Equity, Diversity and Inclusion (EDI) principles as foundational elements in all our HR practices and regularly review existing HR processes to eliminate structural biases, including anti-Black racism.

Since 2016, we have used criteria to ensure that all vendors (i.e. EFAP, search firms, benefit providers, etc.) contracted by the Division possess a demonstrable commitment in equity, diversity and inclusion.

We ensure executive coaches that we contract with are representative of our community.

Since 2018, we have reviewed our institutional recruitment processes and practices and have made the following changes:

- Added clearly defined hiring criteria and a diversity statement in all job postings
- Introduced a structured interview format, including questions to assess candidate competencies on EDI, and adding qualitative facts when applying hiring criteria.
- Established criteria for diverse representation on interview panels
- Created the Diverse Talent Pipeline and Talent Pool for all administrative searches

Since March 2020, the HRE COVID Working Group has ensured that all COVID-19 resources provided to the community are prepared with an equity lens, including:

- COVID-19 General Workplace Guideline
- All employee letter templates
- Best Practices for Managing Remotely Guideline
- Return to Work Processes during the COVID-19 Response
- Manager’s Guide to Returning to Operations on Campus
- Resources on Managing Anxiety Around Returning to Campus
- Guideline on Employee Absences during COVID-19
- Pandemic Wellness Tips for University of Toronto Leaders
- Creating an Inclusive Learning Environment
- Input into flexible work arrangements to accommodate employees with caregiving responsibilities
Working Groups

The **Anti-Black Racism Taskforce** aims to address anti-Black racism and to promote Black inclusion and excellence within the University of Toronto tri-campus community. The Task Force is reviewing existing University policies, processes, and practices and will recommend others that would address anti-Black racism, and provide actionable recommendations to the President, Vice-President Human Resources and Equity, and Provost by March 31, 2021.

The **Anti-Semitism Working Group** is currently reviewing programming, activities, processes, and practices in place at the University of Toronto and will develop recommendations to support the University’s response to anti-Semitism. The Working Group will provide recommendations to the President, the Vice-President, Human Resources and Equity, and Vice-President & Provost.

The **Anti-Islamophobia Working Group** provides strategic recommendations to the University on initiatives that address systemic and attitudinal barriers and advances institutional spaces that foster a sense of community and belonging for the diverse communities of Muslim students, staff, faculty and librarians.

In October 2020, U of T convened **The National Dialogues and Action for Inclusive Higher Education and Communities** forum on anti-Black racism and Black inclusion to develop concrete actions for change. Over 3000 attendees and 60 partnering institutions participated from across Canada.
Building Institutional EDI Knowledge

In 2018, we relaunched the Centre for Learning, Leadership, & Culture (LLC). Today, the LLC has a specific mandate to enhance and make EDI training (including training on racism) accessible through a new Learning Management System.

In 2019, we relaunched our mentorship programs to ensure more access and opportunities specifically for Black, Indigenous and racialized communities. We intentionally solicit, select, and pair diverse employees for participation in our mentorship programs.

In 2019 and 2020, we hosted over 200 EDI training sessions, including 6 equity training sessions exclusively for HR professionals to improve HR processes and ensure responsiveness to race-based complaints.

Since 2020, we have produced Inclusive Employer Guides for each non-statutory religious holiday recognized by the University of Toronto to build understanding and assist managers (e.g., Ramadan, High Holy Days, etc.).

In late-2019, the Anti-Racism & Cultural Diversity Office (ARCDO) enhanced its Anti-Racism education approach to include a robust training program for faculty and staff and introduced an annual Race, Equity and Action speaker series.

In 2020, ARCDO introduced workshops on topics including – addressing anti-Black racism, deconstructing institutional racism and deepening understanding on attitudinal barriers to racial equity, diversity and inclusion. In the past year, ARCDO’s offerings have attracted over 2000 attendees, including faculty members, librarians, staff, and students.

In total, over 13,800 individuals have been trained on the requirements of the AODA, the Ontario Human Rights Code (as it relates to disability), and how AODA feedback processes works.

Each of our Tri-Campus Equity Offices & Office of Indigenous Initiatives, and our divisional partners, continue to provide training, events and programming intended to education our entire community on topics such as Indigenous cultural competency, disability and accessibility, and sexual and gender diversity.
Fostering a Culture of Inclusion

Each year, the University recognizes the International Day for the Elimination of Racism (IDERD) through a conference and awards program. While the 2020 conference was canceled due to the COVID-19 pandemic, there is a robust program planned for 2021.

The Family Care Office offers community programming open to employees and their families on topics such as Black Fatherhood, Talking about Racism at Home, and Talking with Children about Colonization.

Since 2018, we have hosted the annual Angela Hildyard Leadership & Equity Symposium, bringing together more than 200 senior administrators to discuss the challenges, opportunities, and successes around promoting EDI at the University.

As a part of the Gender Inclusivity Project, U of T employees can select ‘X’ as a gender option in the HR Information System (HRIS), along with ‘M’ (male) and ‘F’ (female). In 2019, as a part of phase two of the project, more than 200 reports/programs were updated to reflect community members’ preferred display name, gender marker, and form of address in University reporting, including communications and internal platforms.

The Tri-campus Washroom Inclusivity Project is an ongoing collaboration of students and staff across Equity Offices and Campus Services that provides clear and updated information on single-user facilities, accessibility features, ablution facilities for people who wash before prayer, and baby change stations on the online campus map.

In September 2020, the Office of Indigenous Initiatives, First Nations House, and Hart House hosted a virtual Orange Shirt Day event, providing an opportunity to reflect upon the impact of the Residential School System. The U of T community was also encouraged to wear orange, use the Orange Shirt Day icon as their profile photo, and use the virtual backdrop to show solidarity with Indigenous peoples.

Pride Pub is an annual highlight for Pride celebrations at U of T and for the City of Toronto. Co-hosted by the Sexual and Gender Diversity Office and Hart House, the event features a BBQ, community fair, family-focused activities, performances by queer artists and dancing.
Anti-Black Racism Initiatives

Beginning in 2020, ARCDO hosts a Black History Month Symposium. This is one of the many initiatives planned to recognize Black History Month, and to celebrate Black History 365 days of the year.

In Spring 2020, the tri-campus Anti-Racism and Cultural Diversity Office (ARCDO) hosted four community spaces attended by over 2,100 people:

- Community Corner - Shared Healing. Shared Resilience
- Let’s Talk Allyship and Solidarity
- Talking about Racism at Home

In 2020, the ARCDO developed the Black History 365 table to support a tri-campus focus on recognizing Black History at U of T.

In 2020 and 2021, we expanded Restore @ UofT Programming for Black and racialized community members in partnership with the Hill Studio’s Restore Program and other community partners.

At UTM

The UTM Equity, Diversity and Inclusion Office hosts regular Anti-O Convo spaces for students and employees about current equity-related topics to discuss, learn, and explore ways to take action.

Other sessions in 2020 included:

- Resiliency Through Adversities: Black Professionals and Experiences in the Workplace
- Anti-Black racism from a Global Perspective
- Actions we can all do for Change
- Black Table Talk – Building Black community connections at UTM

At UTSC

- Diversity Is Not Allyship: Challenging Anti-Blackness in Racialized Communities
Resolving Complaints

We are working to build clear and accessible mechanisms for complaint resolution.

Human Resource Professionals in 13 Divisional HR Offices and 7 Equity Offices are trained and available to support employees who are experiencing workplace incivility, harassment, or discrimination of any kind. The decentralized university structure offers multiple entry points for any person to access supports or resources.
Planning for the Future

Our goals for 2021 and beyond include:

- Improved communication and dissemination of Anti-Black racism and Anti-Indigenous racism resources
- Implementation of the recommendations from the Anti-Black Racism Taskforce, the Anti-Semitism Working Group, and the Anti-Islamophobia Working Group
- Expansion of the HR Diversity Internship
- Continue outreach to Black, Indigenous, and racialized staff for mentorship, including the well-established Rose Patten Mentorship Program.
- Providing support to academic and administrative leadership to create space and dialogue to discuss anti-Black racism and Anti-Racism initiatives within their units.