

Advancing Equity, Diversity & Excellence

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UNIVERSITY OF
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(2003)

Accountability

- VP HR assumes accountability for Equity & Diversity => VP HR & *Equity*
- ***Every one is responsible for supporting Equity and Diversity initiatives but the VP ,Human Resources & Equity is accountable.***

(2006)

A Focus on Culture

Statement on Equity, Diversity & 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.

2015-17 Moving Forward on Issues of Representation

Faculty and staff do not mirror our student body

Is the language of our Equity Census appropriate (Sex, Visible Minority, Aboriginal...)?

Consultations

- Equity Officer Advisory Boards
- Anti-Racism Scholars / Feminist Scholars / Disability Scholars / Sexual & Gender Diversity Scholars
- First Nations House
- Unions and Staff Associations
- Student Leaders & the BLC
- Academic Leaders
- Black Faculty

Changes to our Census

For every broad category, an employee can check
“I choose not to answer.”

Gender and Gender Identity

Woman, Man, Trans, Two-Spirit,
Another(please specify)

Sexual Orientation

L,G,B,Q , Two-Spirit, Another

Changes to our Census

Disability

Long list of examples of disabilities (e.g. Acquired Brain injury; co-ordination / dexterity disability; chronic health disability...)

Do you self-identify as a person with a disability

Is it visible, or invisible, or both?

Changes to our Census

Indigenous / Aboriginal People of North America

First Nations, Meti, Inuit,
Native American / North American Indian

Changes to our Census

Racialized Groups/ Persons of Colour

Defined as persons, other than Indigenous Aboriginal People who are non-Caucasian in race or non-white in colour, regardless of place of birth or citizenship.

Yes / No / Choose not to answer

Changes to our Census

Race and Ethnicity

- Asian
- Black
- Latin / Hispanic
- Middle eastern
- White
- Mixed race
- Another

Multiple subcategories under each.

Current Status

Unanimous approval at all levels of Governance

- Data Collection for Employees (ongoing)
- Data Collection for Applicants (ongoing)
- Preparation of first report (late summer 2017)
- Data Collection for Students (forthcoming)

Other New Initiatives

- Anti-Bias training (Academic Search Committees; all staff in HR, Student Services and in Dean and VP Offices)
- Implementation of TRC Recommendations
- Provostial Funds for Strategic Academic Diversity hires
- Ongoing Consultation with Black Faculty

Other New Initiatives (cont'd)

- Enhanced focus on strategic recruitment
- Anonymized Recruitment Study
- Creation of Affinity Groups for racialized Employees
- Research on the Quality of the Professional Experiences of Women Faculty & Staff
- Diversity Internships within HR

Questions?

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