

Building an Equity Culture

One Institution's Journey

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UNIVERSITY OF
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(2001)

The State of the U of T Equity & Diversity Nation

- Status of Women Office
- Multiculturalism Office
- Sexual Harassment Office
- Office of LGBTQ Resources & Programs
- Accessibility Offices (Students)
- Health & Wellness (Faculty & Staff)
- Employment Equity Co-Ordinator
- First Nations House

(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.

2006-2015

Revisiting the Equity Offices

Anti-Racism & Cultural Diversity Office

Sexual & Gender Diversity Office

Accessibility for Ontarians with Disabilities
Office

Family Care/Early Learning Centres

Personal Safety, High risk & Sexual Violence
and Support Centre (Dual reporting to VP
HRE & Provost.

Representation within Faculty and Staff

Historically, Employment Equity Report provided annually on:

- Sex
- Sexual Orientation (added in 2006)
- Visible Minority
- Persons with Disabilities
- Aboriginal Persons

2015-17

Moving Forward on Issues of Representation

- What are the institution's goals?
- Do our faculty and staff mirror the diversity of our students?
- Is the language of the Employment Equity census appropriate in 2015? (Sex, Visible Minority, Aboriginal.....)

New Employment Equity Census

Catalysts:

- End of the 15-year-term for the VP HRE
- Increasing disconnect between Equity, Diversity & Excellence Statement and Employment Equity data
- Concerns expressed by Black Faculty
- Demands delivered by the Black Liberation Collective

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
- Academic Leaders

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 Gender Identity (Please specify)

Changes to our Census

Sexual Orientation

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

Disability

Do you self identify as a Person with a Disability

- Visible Invisible

Changes to our Census

Indigenous / Aboriginal People of North America

- First Nations
- Metis
- 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

Changes to our Census

Race and Ethnicity

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

Multiple subcategories under each.

Current Status

- Data Collection for Employees (ongoing)
- Data Collection for Applicants (ongoing)
- Preparation of first report (Fall 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 Truth & Reconciliation Recommendations
- 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
- Diversity Internship within HR
- Additional \$ for Academic Diversity hires
- Research on the Quality of the Professional Experiences of Women

Questions?

For more information:

www.hrandequity.utoronto.ca



<https://www.linkedin.com/company/university-of-toronto>



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