

**Equity and Diversity
Final Report
February 26, 2020**

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Introduction

The purpose of this report is to summarize the diversity and equity work being carried out by other University of Toronto Faculties and peer institutions across North America. Research has been conducted into the work of these institutions, Faculties, and departments in the areas of recruitment, admissions, student support, administration, hiring, environmental justice, and beyond. Information has been gathered through a review of published reports and via email correspondence with staff and faculty.

Methods

In order to get maximum information, members of faculties and universities were contacted directly and asked to expand more on the equity and diversity team and policies within the faculty. Reports are also summarized, while the key initiatives and the equity and diversity committee structure is highlighted.

Once all the information was collected, it was organized under the following categories:

- Brief Description
- Faculty and Staff Structure
- Notable Features
- Relevant Policies, Reports, and Initiatives
- Contact Information

Phase I

A previous draft looked at comparable universities in North America and their efforts towards diversity and equity at a broader, university-wide level. This revised draft narrows the scope of research to highlight the work that is most relevant to the Daniels Faculty.

All universities included in the previous draft were as follows:

- UBC
- McGill
- University of Manitoba
- Yale University
- Harvard
- University of Michigan
- OCADU
- University of California, Berkeley
- University of Wisconsin

All faculties at UofT included in the previous draft were as follows:

- University of Toronto
- Department of Geography and Planning

- Faculty of Medicine
- OISE
- Faculty of Law
- Faculty of Pharmacy
- Faculty of Arts and Science
- University of Toronto Mississauga
- University of Toronto Scarborough

Comparable Universities

Yale University

Faculty of Forestry and Environmental Studies

Brief Description

Yale’s Faculty of Forestry focuses on initiatives such as orientation training for Forestry staff in equity and diversity, re-evaluating the curriculum to incorporate environmental justice, poverty and energy, hiring scholars from minority groups, and the initiation of a separate committee for equity and diversity called EQUID.¹

The EQUID committee hosts cultural celebrations, community dialogues, and workshops to celebrate the diversity at Yale’s Forestry and Environmental Studies Faculty.²

Faculty and Staff Structure

Most equity and diversity work are done by faculty committees and sub-committees related to specific areas. For faculty hires, faculty members are convened into search committees. They don’t have a central body that enforces guidelines or rules related to equity and diversity.³

The EQUID committee consists of faculty, staff, and students, including⁴: –

- Chairs - Thomas Easley, Yolanda Quiñones

¹ “Office of Diversity and Inclusion.” It’s Your Yale. Accessed February 26, 2020. <https://your.yale.edu/community/diversity-inclusion/office-diversity-and-inclusion>.

² “EQUID Committee.” Yale School of Forestry & Environmental Studies. Accessed February 26, 2020. <https://environment.yale.edu/community/equid/>.

³ “Equity & Diversity - University of Toronto Architecture.” *Equity & Diversity - University of Toronto Architecture*, January 16, 2020.

⁴ “EQUID Committee.” Yale School of Forestry & Environmental Studies. Accessed February 26, 2020. <https://environment.yale.edu/community/equid/>.

- Staff - Kathy Douglas, Mahlet Garede, Sergio Gomez, Diane Miranda, Hannah Peragine, Scott Ramage, Mike Slattery, Ben Walter
- Faculty - Gordon Geballe, Simon Queenborough
- Students - Loni Cantu, Deja Curtis, Joyita Ghose, Tevin Hamilton, Regina Harlig, Cameron Humphrey, Tiana Wilson

Notable Features

The Faculty's idea of Equity and Diversity also includes the price of education and climate change, as implemented by Dr. Narasimha Rao at the Forestry Faculty. With his experience in income inequality as a relationship to climate change ethics, he allows a new realm of perspective for equity and diversity to be looked at from.⁵

Contact Information

- EQUID@yale.edu – EQUID committee general email.
- thomas.easley@yale.edu - Thomas Easley, *Assistant Dean of Community and Inclusion, Chair of EQUID*
- yolanda.quinones@yale.edu - Yolanda Quiñones, *Assistant Director of Strategic Initiatives and Community and Inclusion*

OCAD University

Brief Description

The Office of Diversity, Equity and Sustainability Initiatives (ODESI) at OCADU aims to support and create opportunities for promoting social change through the means of art and design. It recognizes the need for the eliminating a system that discriminates minorities and provides information, training and opportunities to all those who need it. They also ensure effective implementation of OCAD's human rights policies.⁶

Faculty and Staff Structure

The University has hired a full-time staff team at their ODESI.

- Amanda Hotrum - Director
- Cathy Cappon - Manager
- Shamina Chherawala - Programs, Outreach & Human Rights Advisor

⁵ “Community and Inclusion at F&ES.” Yale School of Forestry & Environmental Studies. Accessed February 26, 2020. <https://environment.yale.edu/community>.

⁶ OCAD University. Accessed February 26, 2020. <https://www.ocadu.ca/services/odesi>.

- Victoria Ho - Sustainability Coordinator

Faculty of Design

Brief Description

The Departmental Diversity Action Plan at OCADU is established to achieve 7 goals which include ⁷–

- Goal 1:** To create a welcoming, supportive, respectful and inclusive campus climate
- Goal 2:** To increase access/opportunity and retention for underrepresented students
- Goal 3:** To increase diversity in employee recruitment and retention
- Goal 4:** To infuse accessibility and diversity into curriculum and research
- Goal 5:** To develop and strengthen partnerships with diverse communities in Toronto and globally
- Goal 6:** To enhance accessibility for people with disabilities
- Goal 7:** To enhance accountability & commitment to diversity & equity

Their report is unique in the way that data is organized in categories that highlight the 7 goals, but also their challenges and the funding they require. These organized categories are laid out as follows –

- Objectives
- Challenges/Barriers
- Action strategies
- Responsibilities
- Benchmarks/Performance Indicators
- Timelines
- Fiscal Needs & Implications

Notable Features

OCAD's Faculty of Design's Diversity Action Plan provides vital information on the steps taken towards equity and diversity, the funding required, and the challenges faced.

Relevant Reports

- [Departmental Diversity Action Plan](#)

Faculty and Staff Structure

⁷ Ontario College. "Course Calendar." OCAD. Accessed February 26, 2020. http://coursecatalogue.ocadu.ca/historical_calendar/undergraduate/2011-2012/web/departamental-diversity-action-plan.html.

Shazia Hussain is the Employee Wellness & Equity Advisor. She plays a major role in supervising benefits administration, leaves of absence case management and employment accommodations, lead and support training, education and outreach on issues related to workplace wellness, human rights and equity.⁸

Contact Information

schherawala@ocadu.ca – Shamina Chherawala

Harvard Graduate School of Design

Brief Description⁹

The Mission of the GSD Diversity Council is to engage students, faculty, and staff in supporting a diverse intellectual and social climate. In alignment with this mission, it provides strategic consultation around concerns that impact inclusivity and belonging for all members of the GSD community. These concerns include, but are not limited to, recruitment and retention, curriculum, communications, media, and public events. The Council’s consultation seeks to advance a welcoming environment for individuals of varied abilities, backgrounds, beliefs, cultures, identities, races, lived experiences, perspectives, and values.

Faculty and Staff Structure¹⁰

Naisha Bradley serves as the Assistant Dean of Diversity, Inclusion and Belonging at Harvard’s Graduate School of Design. This inaugural position involves developing and implementing a school-wide strategy to increase diversity, deepen inclusion and advance a sense of belonging among students, faculty and staff. Bradley is responsible for strategic development, financial planning, community partnerships and program development for the Diversity, Inclusion and Belonging office. The office’s priorities include recruitment and retention, community engagement, representation, and assessment. Bradley works in partnership with other GSD offices to ensure that there is recognition and space for diverse perspectives and experiences to thrive in this community.

⁸ OCAD University. Accessed February 26, 2020. <https://www.ocadu.ca/services/human-resources/team>.

⁹ “GSD Diversity Council.” Harvard Graduate School of Design. Accessed February 26, 2020. <https://www.gsd.harvard.edu/commitment-to-diversity-inclusion-and-belonging/gsd-diversity-council/>.

¹⁰ “GSD Diversity Council.” Harvard Graduate School of Design. Accessed February 26, 2020. <https://www.gsd.harvard.edu/commitment-to-diversity-inclusion-and-belonging/gsd-diversity-council/>.

Background

Bradley has been with the university for over a decade and most recently worked as the Director of the Women's Center at Harvard College. There she developed community enriching programming that promoted gender equity and raised awareness about issues that disproportionately impacted women such as equal pay, access to STEM fields, professional mentorship and health disparities. Bradley obtained her second advanced degree in 2018 from Harvard University's Kennedy School of Government. She was recognized as one of Boston's 25 Emerging Leaders by Get Konnected and named one of the 40 Under 40 top professionals by the Boston Business Journal as a result of her community and professional work.

Subcommittees:

Communications, Media, and Public Events

Goal: Defining formal structure (timeline and pipeline list) for recruiting guests to speak at the GSD.

- Naisha Bradley, D.I.B. Office
- Gail Gustafson, Student Services Office
- Paige Johnston, Communications Office
- Chelsea Kilburn, Womxn in Design
- Caroline Newton, Dean's Office
- CJ Ru, Assistant Director for Marketing, Technology, and Global Programs
- Tiera Satchebell, AASU Co-President
- Esther Chong Weathers, D.I.B. Office
- Wei Zeng, Co-President of ChinaGSD

Retention and Recruitment

Goal: Craft strategies for diverse recruitment of faculty, staff, and students and propose retention practices that foster inclusion

- John Aslanian, Student Services Office
- Lauren Baccus, Human Resources Office
- Pamela Baldwin, Faculty Planning Office
- Martin Bechthold, DDes/MDE Program
- Gareth Doherty, MLA Program
- Fiona Kennedy, Womxn in Design
- Kevin Lau, Library
- Geri Nederhoff, Student Services
- Ketevan Ninua, Development and Alumni Relations Office
- Christopher Reed, LAUD Program
- Laier-Rayshon Smith, AASU Co-President
- Laura Snowdon, Student Services
- Sara Wilkinson, Human Resources Office

Curriculum

Goal: Identify strategies that can be widely implemented to include issues of equity into GSD courses.

- Aditi Agarwal, Student Forum Diversity Chair
- Jennifer Bonner, MArch II Program (on leave in the fall)
- Ann Forsyth, MUP Program
- Stephen Gray, Urban Design Program
- Jon Lott, MArch Program
- John May, MDes Program
- Rahul Mehrotra, Urban Design and Planning
- Bryan Ortega-Welch, MArch Student
- Richard Peiser, MUP Program
- John Peterson, Loeb Fellow Curator
- Vaissnavi Shukl, Womxn in Design

Relevant Initiatives

- **Design Discovery: Harvard GSD**
- **Design Discovery YA**

Student Groups ¹¹

- GSD African American Student Union (AASU)
 - Africa GSD
 - Asia GSD
 - India GSD
 - Latin GSD
 - Club Medina
 - OutDesign
 - Womxn in Design
- **Contact Information**
nbradley@gsd.harvard.edu - Naisha Bradley, Assistant Dean of Diversity, Inclusion and Belonging

University of Toronto Faculty of Medicine

Brief Description

¹¹ “Student Groups.” Harvard Graduate School of Design. Accessed February 26, 2020.
<https://www.gsd.harvard.edu/commitment-to-diversity-inclusion-and-belonging/student-groups/>.

As underlined in the Faculty's statement on equity, diversity and excellence, the Faculty works to create an environment free from discrimination, harassment, intimidation, bullying, and disrespectful behaviour for all its students. It works to achieve this through recruiting staff and faculty that represent the diversity of Canadian society and by assuring that the curriculum prepares the students for the diverse communities that they will serve. The Faculty believes that there is a direct connection between equity & diversity initiatives and wellness, and initiatives are based on collaboration with various stakeholders both inside and outside the faculty.¹²

Faculty and Staff Structure ¹³

Dr. Lisa Robinson serves as the Associate Dean of Inclusion and Diversity. This is a part-time role as Dr. Robinson also serves as a pediatric nephrologist at SickKids Hospital.

The Faculty's Office of Inclusion and Diversity also employs a Director (Anti Balakrishna) and a Program Coordinator (Shannon Giannitsopoulou), along with a part-time administrative assistant (Christina Stevancec). The Office also relies on volunteers, which include members of the Diversity Advisory Council. The Director notes that a significant amount of equity, diversity, and inclusion work goes uncompensated and is often not built into existing recognition structures either.

Notable Features

The Faculty has developed programs to target three particular groups for priority attention in recruitment efforts: Indigenous, Black, and economically disempowered communities. The Faculty also pays specific attention on LGBTQ2S people, racialized groups, people with disabilities, those from rural or remote communities, and other equity-seeking groups.¹⁴

The Black Student Application Program (BSAP) is an optional application stream for Black applicants who self-identify as Black African, Black Caribbean, Black North American, multi-racial students who have and identify with their Black ancestry, etc. The aim of this application program is to increase and support Black medical student representation at the University of Toronto.¹⁵

¹² "Equity, Diversity and Inclusion at the Faculty of Medicine." Faculty of Medicine, August 2, 2019. <https://medicine.utoronto.ca/faculty-medicine-diversity-statement>.

¹³ "Office of Inclusion and Diversity." Faculty of Medicine. Accessed February 26, 2020. <https://medicine.utoronto.ca/office-inclusion-and-diversity>.

¹⁴ "Equity, Diversity and Inclusion at the Faculty of Medicine." Faculty of Medicine, August 2, 2019. <https://medicine.utoronto.ca/faculty-medicine-diversity-statement>.

¹⁵ "Black Student Application Program." MD Program, July 23, 2019. <https://applymd.utoronto.ca/black-student-application-program>.

Contact Information

anita.balakrishna@utoronto.ca – Direction of Inclusion and Diversity

University of Toronto Mississauga

Brief Description

- UTM's campus Equity & Diversity Office (EDO) ¹⁶:
- provides for an equitable and diverse campus climate, 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.
 - Provides public education workshops and professional development seminars to build community awareness and create a more inclusive campus
 - Organizes equity-related events, programs, and forums on topics important to the campus community.
 - Responds to concerns, resolves conflicts, and manages complaints of discrimination and harassment.
 - Consults and advises on policy matters.

Related Policies¹⁷

- [Accommodation Guidelines for Employees with Disabilities](#)
- [Code of Student Conduct](#)
- [Employment Equity Policy](#)
- [Guidelines for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment](#)
- [Human Resources Guideline on Civil Conduct](#)
- [Policy on Scheduling of Classes and Examinations and Other Accommodations for Religious Observances](#)
- [Policy on Sexual Violence and Sexual Harassment](#)
- [Policy with Respect to Workplace Harassment](#)
- [Policy with Respect to Workplace Violence](#)

¹⁶ “Equity & Diversity Office: University of Toronto Mississauga.” Welcome to the Equity & Diversity Office at UTM | Equity & Diversity Office. Accessed February 26, 2020. <https://www.utm.utoronto.ca/equity-diversity/home>.

¹⁷ “Equity & Diversity Office: University of Toronto Mississauga.” Related Policies, Agreements & Guidelines | Equity & Diversity Office. Accessed February 26, 2020. <https://www.utm.utoronto.ca/equity-diversity/related-policies-agreements-guidelines>.

- Statement Concerning Changes of Student Personal Information in Official Academic Records
- Resources for Trans People at U of T (students and employees)
- Statement of Commitment Regarding Persons with Disabilities
- Statement on Equity, Diversity, and Excellence
- Statement on Freedom of Speech
- Statement on Human Rights
- Statement on Prohibited Grounds of Discrimination and Discriminatory Harassment
- University of Toronto Workplace Violence Program

Faculty and Staff Structure

The UTM Diversity committee consists of¹⁸:

- **Nythalah Baker** - *Director, Equity, Diversity, & Inclusion*
- **Martina Douglas** - *Program Coordinator*
- **Cat Criger** - *Indigenous Advisor*

Karima Hashmani is the Executive Director, Equity, Diversity & Inclusion at the Office of Vice-President Human Resources & Equity¹⁹

Contact Information

nythalah.baker@utoronto.ca - *Director, Equity, Diversity, & Inclusion*

University of Toronto Scarborough

Brief Description

UTSC looks at diversity and equity as a opportunity towards fairness. The University of Toronto Scarborough Equity, Diversity and Inclusion Office (EDIO) hosts regular events to celebrate everyone's differences. They²⁰:

- Work with staff, faculty and students

¹⁸ "Equity & Diversity Office: University of Toronto Mississauga." Contact Us | Equity & Diversity Office. Accessed February 26, 2020. <https://www.utm.utoronto.ca/equity-diversity/contact-us>.

¹⁹ "Equity & Diversity - University of Toronto Architecture." *Equity & Diversity - University of Toronto Architecture*, January 16, 2020.

²⁰ "UTSC Homepage." About Us | Equity, Diversity and Inclusion Office. Accessed February 26, 2020. <https://www.utsc.utoronto.ca/edio/about-us>.

- Provide advice and assistance with programs relevant to inclusion, cultural diversity and religious accommodation
- Lead public education workshops and professional development seminars to build community awareness and inter-cultural competencies
- Run events, programs and forums which highlight issues important to the campus community
- Respond to concerns, resolve conflict and manage complaints of discrimination and harassment
- Consult and advise on policy matters

Past Events Include ²¹:

- Washroom Inclusivity Project
- National Day of Remembrance & Action On Violence Against Women
- Rainbow Tie Gala - 2017
- Outside the Box
- Women's Writing Circle
- What Makes A Man, UTSC?
- This is Feminism
- Genderpoo
- A Hurdle to Success: Symposium

Related Policies ²²

- Code of Student Conduct [pdf]
- Guidelines for Employees on Concerns and Complaints Regarding Prohibited Discrimination and Discriminatory Harassment
- Human Resources Guidelines on Civil Conduct
- Policy and Procedures: Sexual Harassment
- Policy with Respect to Workplace Harassment
- Policy with Respect to Workplace Violence
- Statement Concerning Changes of Student Personal Information in Official Academic Records
- Resources for Trans People at U of T
- University of Toronto Workplace Violence Program
- Statement of Commitment Regarding Persons with Disabilities

²¹ “UTSC Homepage.” Past Events | Equity, Diversity and Inclusion Office. Accessed February 26, 2020. <https://www.utsc.utoronto.ca/edio/past-events>.

²² “UTSC Homepage.” Related Policies, Agreements and Guidelines | Equity, Diversity and Inclusion Office. Accessed February 26, 2020. <https://www.utsc.utoronto.ca/edio/related-policies-agreements-and-guidelines>.

Faculty and Staff Structure

Natalie Elisha is the Equity, Diversity & Inclusion Coordinator in the EDIO at UofT Scarborough.²³

Contact Information

natalie.elisha@utoronto.ca - Equity Outreach Coordinator, Athletics and Recreation

Results and Conclusion

Findings show that most universities have an established equity and diversity committee. OCADU, Harvard Graduate School of Design, UofT Faculty of Medicine, UTM and UTSC have paid members while Yale Faculty of Forestry, has staff that are also a part of the community. Yale Faculty of Forestry focuses on climate change ethics and has established the EQUID committee, OCADU has a 7 step diversity action plan to organize and schedule goals, Harvard Graduate School of Design has multiple subcommittees and student groups devoted to equity and diversity, UofT Faculty of Medicine has developed programs to target three particular groups for priority attention in recruitment efforts: Indigenous, Black, and economically disempowered communities, UTM has many related policies which they follow to maintain an equitable environment around the campus and UTSC has established the Equity, Diversity and Inclusion Office (EDIO) with hired staff.

Based on the research and findings from the top comparable universities and faculties, it can be said that the Daniels faculty should consider hiring personnel solely responsible for equity and diversity within the faculty itself. While there are can be subcommittees made up of staff members, professors and students, a person with the paid position of the equity and diversity co-ordinator can have the sole purpose of introducing initiatives and policies that target every sector and area which needs attention, to encourage the best campus climate within the UofT Daniels Faculty.

²³ “Equity & Diversity - University of Toronto Architecture.” *Equity & Diversity - University of Toronto Architecture*, January 16, 2020.

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<https://your.yale.edu/community/diversity-inclusion/office-diversity-and-inclusion>.
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<https://medicine.utoronto.ca/office-inclusion-and-diversity>.

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http://coursecatalogue.ocadu.ca/historical_calendar/undergraduate/2011-2012/web/departamental-diversity-action-plan.html.

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