UNIVERSITY OF TORONTO | Engineering

Engineering Equity, Diversity and Inclusion Action Group (EEDIAG)

Chinmayee Gidwani, Equity & Inclusivity Director, Engineering Society

Cori Hanson, Assistant Director, Student Experience & Teaching Development

Micah Stickel, Vice-Dean, First Year

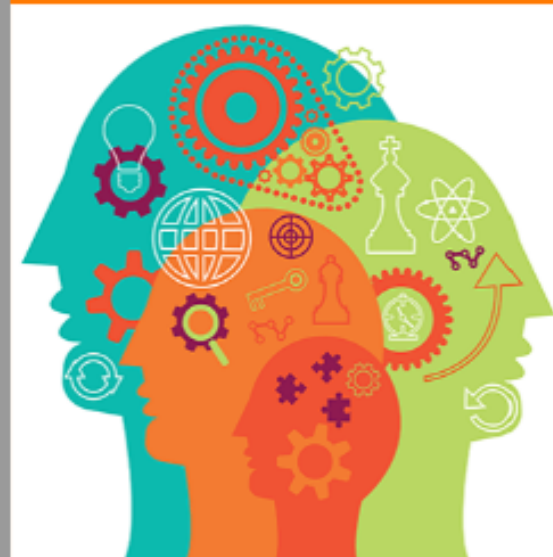Faculty Council – October 31, 2018

Canada Research Chairs

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Unconscious bias training module

Print version

Bias in Peer Review

CRSNG NSERC   SSHRC CRSH

Equity and Diversity in Research and Innovation Working Group Final Report (PDAD&C #11)

From: Vivek Goel, Vice-President, Research & Innovation
Date: September 11, 2018
Re: Equity and Diversity in Research and Innovation Working Group Final Report (PDAD&C #11)

The University of Toronto's commitment to equity and diversity is central to its public mission as well as its devotion to the pursuit of excellence. One of the strategic objectives of our new Institutional Strategic Research Plan is a commitment to advance equity, diversity, and inclusion (EDI) across research and innovation, and this objective will guide the work of the division of the Vice-President, Research & Innovation (VPRI).

Given the importance of EDI at the University, last year I struck the Equity and Diversity in Research and Innovation Working Group. The Working Group was charged with providing VPRI with counsel and direction on strategies to foster a culture of EDI within U of T's research and innovation activities, as well as advising on new requirements for equity action plans for some federal research programs (including the development of our CRC Equity, Diversity and Inclusion Action Plan). The Working Group met regularly during 2017–18 and has provided me with their Final Report. I thank the members of the Working Group and the Chair, Professor Lori Ferris, Associate Vice-President, Research Oversight & Compliance, for their efforts and their service to the University in producing this comprehensive and insightful Report.

September 24, 2018

Dean's Welcome Message to U of T Engineering Community

Subject: Our Shared Values of Diversity, Equity, and Inclusivity

Dear Students, Staff and Faculty

Welcome to our Faculty's 2018-2019 Academic Year. As we embark on another year of excellence in engineering education, research and service, now is the time to reaffirm our values as a community. Diversity, Equity and Inclusivity are at the core of a creative, productive, and progressive engineering profession.

Engineering schools in Canada and around the world, as well as society at large, have made great progress from our exclusionary origins, and are working toward becoming the inclusive places we endeavour to be. In harmony with U of T's Statement on Equity, Diversity, and Excellence, we strive to build a community of inclusion in the Faculty of Applied Science & Engineering at U of T where all members have equal

Unique characteristics, perspectives and life experiences that define us as individuals.

Creating an environment where all individuals contribute fully and feel valued, engaged and supported to reach their full potential.

DIVERSITY

INCLUSION

Equity Fair treatment, access, opportunity, and advancement of all individuals.

Diversity is a fact. Inclusion is a practice. Equity is a goal.

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Selected EDI Related Goals of the Academic Plan 2017-22

Chapter 2: Transformative Teaching and Learning

- Continue to develop rich opportunities for experiential learning and professional development for undergraduate and graduate students, including ***interdisciplinary fluency and working effectively and collaboratively across cultures***.

- Attract diverse, outstanding students from a wide range of backgrounds; and ***leverage all types of diversity to promote inclusivity*** and create opportunities to experience working collaboratively across cultures.

Selected EDI Related Goals of the Academic Plan 2017-22

Chapter 3: Student Experience

- Equip students, staff and faculty with the competencies necessary to navigate cross-cultural communications and interactions, thereby *creating an enriching inclusive environment where everyone will excel and flourish*.

- Leverage and create resources, and develop policies and procedures to *support mental wellness, assist students in need and promote healthy lifestyles*.

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"Being _____ in Engineering can feel like being on the top of a mountain….there is very little air"

"Seeing someone like me was almost like seeing a unicorn"

"They asked me to do the coding for our project because my code would be 'prettier'" - *A female identified student in an otherwise all male capstone group*

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Statements from community members

- *Is there anything about starting your first year of university that worries you?*

  "Making new solid friendships, being accepted for who I am"

- *Why or how did you feel underprepared for your first year of studies?*

  "Very hard for me to adjust to new place living alone and new friends. I need lots of mental health breaks which weren't possible without falling behind (which is what happened)."

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Statements from community members

- *Do you have any additional comments you would like to make regarding your first-year experience?*

    "Overall it has been a challenging, but rewarding year. The sense of community makes everything seem possible."

    "For me, I did not feel a sense of community as I had hoped. The SKULE experience I've heard about was almost non-existent. I found myself studying everyday trying to catch up on work and ended up exhausted."

Engineering Equity, Diversity, and Inclusion Action Group

Mandate

- Strives to build a community where students, staff and faculty feel acknowledged, respected and represented

- Create spaces for conversations about equity and diversity issues & implement initiatives that promote inclusion

Members

- Prof. Jason Bazylak, Dean's Advisor on Indigenous Initiatives
- David Bird, Acting Academic Advisor, Years 1 & 2, Engineering Science
- Dawn Britton, Associate Director, U of T Engineering Student Outreach Office
- Mikhail Burke, Dean's Advisor on Black Inclusivity Initiatives and Student Inclusion & Transition Mentor
- Emzhei Chen, Assistant Director, First Year Student Success & Transition
- Prof. Tom Coyle, Vice Dean Undergraduate
- Prof. Jason Foster, Engineering Science
- Chinmayee Gidwani, Equity & Inclusivity Director, Engineering Society
- Leslie Grife, Associate Director, First Year Programs
- Cori Hanson, Assistant Director, Student Experience & Teaching Development (co-Chair)
- Angela Henshilwood, Engineering Librarian, Engineering & Computer Science Library
- Mairi McKenna-Edwards, Coordinator Equity, Diversity & Inclusion Training, U of T Student Life
- Shivani Nathoo, President, Engineering Society
- Cindy Rottmann, Associate Director, Research, ILead
- Jasjit Sangha, Learning Strategist, Academic Success Centre, U of T Student Life
- Prof. Micah Stickel, Vice-Dean First Year (co-Chair)
- Michela Trozzo, Vice-President Student Life, Engineering Society
- Prof. Chirag Variawa, Institute for Studies in Transdisciplinary Engineering Education & Practice
- Prof. Peter Weiss, Engineering Communication Program

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Moving Forward

Ongoing & Upcoming Initiatives

- Faculty's EDI Webpage

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Equity, Diversity, and Inclusion

U of T Engineering's Commitment

We are committed to fostering an environment in which each member of our community can excel, contribute and benefit from new perspectives. Attracting students, staff, and faculty from a wide range of backgrounds, we leverage all forms of diversity to promote inclusivity and create opportunities to experience working collaboratively across cultures. We aim to build a community that reflects the society we serve.

Our Shared Values of Diversity, Equity, and Inclusivity

Reports & Plans

U of T Engineering

- Faculty of Applied Science & Engineering Annual Report (PDF)
- Eagles' Longhouse Blueprint for Action (PDF)

Resources

- Strategies for Recruiting an Excellent & Diverse Faculty Complement
- Unconscious Bias Education
- University of Toronto Centre for Indigenous Studies Resources
- Equity Diversity and Inclusion Resources
- Human Resources and Equity Annual Reports & Publications
- Accessibility Services
- University of Toronto Governing Council Employment Equity Policy
- University of Toronto Governing Council Statement on Equity, Diversity, and Excellence
- University of Toronto Governing Council Statement on Human Rights
- University of Toronto CRC Equity, Diversity, and Inclusion Action Plan
- Off-Campus LGBTQ Community Resources
- List of Multi-Faith Spaces on Campus

All gender washrooms around campus

"Inclusion is not bringing people into what already exists; it is making a new space for everyone."

– George Dei

Moving Forward

Ongoing & Upcoming Initiatives

- Faculty's EDI Webpage

- Unconscious Bias Training for Chairs & Directors

- EDI Training for first time Teaching Assistants

- *Towards Inclusive Practices Series* (TIPS):
  - Faculty and Staff Event: Introduction to Inclusive Practices – Nov 21, 2018, 12-1pm GB202
  - Workshop for Students Going on PEY – March 19, 2019

- EngSoc Display Cases – In Bahen near the Cube

- EDI curriculum included in APS100, APS111/112/113, ESC101/102

Getting Involved

- The EEDIAG will be hosting monthly sessions to create an open space to share experiences, voice concerns and discuss ideas for new initiatives.

  - Our next session will be **November 26th from 12-1PM in GB202**

- Join our common read – *Deep Diversity* by Shakil Choudhury

- If you want more info about ways to get involved
  please contact cori.hanson@utoronto.ca
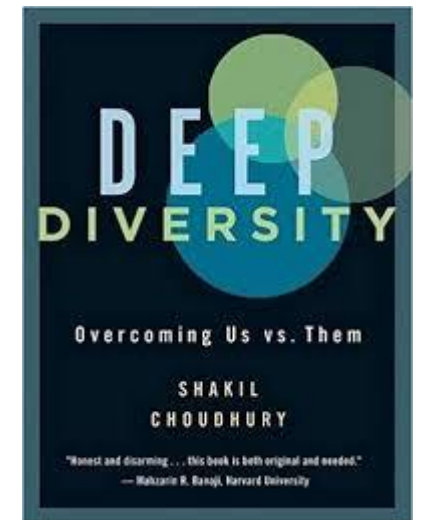
Getting Involved

- Take a couple of minutes now to answer one of the following questions:

    In your opinion, what is one characteristic that defines our community?

    What benefits (if any) would there be in the inclusion of equity in engineering education?

    What could/should be done to make everyone feel included in our shared space?

- If you would like, you can also respond to the question on the back:

    What thoughts, feelings, or lived experiences do the concepts of equity, diversity and inclusion bring up for you?

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