



# Diversity, Equity, and Inclusion Strategies

*University of Toronto, Faculty of Law*



UNIVERSITY OF TORONTO  
FACULTY OF LAW



# Vision

**U of T Law is committed to cultivating an institutional culture that values, supports and promotes equity, individuality and belonging among faculty, staff, and students.**

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**We encourage and support individual and collaborative efforts to identify and address inequities and systemic racism.**

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**As an academic environment, we respect academic freedom and welcome diverse perspectives.**

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**We apply a critical equity lens in our pursuit of inclusive excellence for the future legal profession.**

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# Mission



<b>1</b>	<b>We commit to achieving equitable access and opportunities in admissions, student experience, career development, academic excellence, employment and advancement.</b>
<b>2</b>	<b>We approach EDI with rigor and evidence-based decision making so that equity principles enhance the overall experience of legal education at U of T Law.</b>
<b>3</b>	<b>We support faculty in embedding EDI principles into teaching and learning.</b>
<b>4</b>	<b>We strive to identify and address formal and informal obstacles, barriers, and biases that impact equitable access and opportunities.</b>
<b>5</b>	<b>We pursue equity initiatives to embed equity principles in our structures, programs, policies, and practices.</b>

# Theme #1

# Inclusive Excellence

## Goal:

Build a community that draws on the widest possible pool of talent to unify excellence and diversity. One that fully embraces individuals from varied backgrounds, cultures, races, identities, life experiences, perspectives, beliefs, and values



## Strategy 1

Maintain and strengthen diversity in our student recruitment and admissions efforts



## Strategy 2

Build a community that draws on the widest possible pool of talent to unify excellence and diversity. One that fully embraces individuals from varied backgrounds, cultures, races, identities, life experiences, perspectives, beliefs, and values



## Strategy 3

Build inclusive and anti-bias approaches into faculty and staff recruitment

# Theme #2

# Community of Belonging

**Goal:** Promote a community of belonging for students, faculty, staff and the law school population.  
Build EDI into community architecture.



## Strategy 1

Create affinity resources, spaces and events.



## Strategy 2

Support and engage student affinity groups in the planning and execution of EDI events.



## Strategy 3

Leverage law school spaces as affirming and welcoming spaces for diverse campus communities

# Theme #3

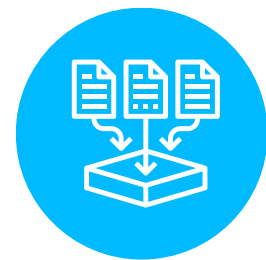
# Evidence Based EDI

**Goal:** To enhance systems and resources to support data-informed and evidence-based EDI-related planning, decision-making and practice.



## Strategy 1

Enhanced data collection regarding black applicants,



## Strategy 2

Qualitative information on Black student experience



## Strategy 3

Expand student climate survey



## Strategy 4

Introduce Staff climate survey

# Theme #4

# Inclusive Team Building

**Goal: To build more diverse, equitable, and inclusive internal communities and teams**



## Strategy 1

**Senior administration inclusive leadership and EDI training**



## Strategy 2

**Student leader and student group EDI training**



## Strategy 3

**Accessibility and Accommodation management resources**



## Strategy 4

**Leadership and staff professional development and succession planning**

# Theme #5

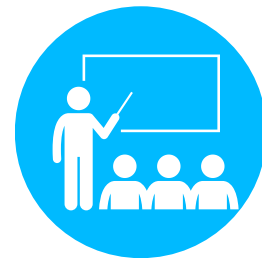
# Inclusive Teaching and Curriculum

**Goal:** To enhance and embed inclusivity into teaching and curriculum at the law school



## Strategy 1

Online inclusive teaching resources



## Strategy 2

Area studies synergies



## Strategy 3

EDI-related learning outcomes and pedagogical resources



## Strategy 4

EDI coaching and training offerings for faculty