Diversity, Equity, and Inclusion

Strategies

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.

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

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

We apply a critical equity lens in our pursuit of inclusive excellence for the future legal profession.
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<th>Mission</th>
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<tr>
<td>1</td>
<td>We commit to achieving equitable access and opportunities in admissions, student experience, career development, academic excellence, employment and advancement.</td>
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<td>2</td>
<td>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.</td>
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<td>3</td>
<td>We support faculty in embedding EDI principles into teaching and learning.</td>
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<td>4</td>
<td>We strive to identify and address formal and informal obstacles, barriers, and biases that impact equitable access and opportunities.</td>
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<td>5</td>
<td>We pursue equity initiatives to embed equity principles in our structures, programs, policies, and practices.</td>
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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**

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

**Goal:**

**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
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
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