

# Equity, Diversity, and Inclusion (EDI) Training



Across three different UofT Working Group Reports, there is a call for EDI training for faculty and others.

Visit the hyperlinked report names below!

01

## UofT Anti-Black Racism Task Force Final Report (2021)

"Offer more training, webinars, and make anti-racism/diversity training **mandatory** every two years." (p. 80).

"Non-Black staff [are encouraged] to **participate more frequently** in training workshops involving the understanding of anti-Black racism across the institution. They not only require the education themselves, but it sends a **powerful message** to others." (p. 80).

02

## UTSC Campus Curriculum Review (2020-2022)

"Across research institutions structurally comparable to the University of Toronto [such as Simon Fraser University]... **mandatory** [EDI] learning modules [are] part of the **onboarding process** for students and employees." (p. 144-146).

**Graduate students also working as teaching assistants and/or course instructors** highlighted a need for equity-related training and supports (p. 51).

**Faculty** recognized a need for EDI-related training with discipline-specific supports, such as STEM resources (p. 51).

03

## UofT Anti-Asian Racism Working Group Final Report (2023)

"Nearly every consultation raised the need for **increased**, if not **mandatory**, EDI education and training- more specifically, anti-Asian racism training... Those most frequently identified as needing EDI training and education were faculty, senior leaders, and managers." (p. 10).

# Equity, Diversity, and Inclusion (EDI) Training



Various departments at UofT offer EDI-related training, workshops, and events that are worth checking out.

Visit the hyperlinked departments below!

## **UofT Anti-Racism and Cultural Diversity Office - Trainings & Workshops**

- EDI-related Feature Workshops:
  - E.g. Anti-Asian Racism Training
  - E.g. Anti-Black Racism Training
- EDI-related Training for Faculty and Staff
  - E.g. What is Harassment? Tools to Identify and Address Racial and Sexual Harassment (Part 1 and Part 2)

## **UofT Division of People Strategy, Equity & Culture - EDI Education**

- Four categories of EDI educational workshops:
  - Anti-Racism & Cultural Diversity
  - AODA + Universal Design
  - Indigenous Initiatives
  - Sexual & Gender Diversity

## **UofT Centre for Research & Innovation Support - Programs**

- Research-related EDI workshops and events
  - E.g. Ethically Sharing Qualitative Data Workshop

## **UTSC Equity, Diversity & Inclusion Office**

- For EDI-related consultations, education, resources, and programs & events

# Inclusive Teaching Practices



Within the UTSC Psychology Department, what inclusive teaching practices\* are being implemented by some faculty?



Acknowledging how socio-political forces influence the field of psychology and affect our classrooms:

Implementing Universal Design for Learning (UDL) practices, whether conscious of this framework or not:

## Indigenization

Discussing the importance of Indigenous knowledges and providing resources to learn more.

## Accommodating due dates

Providing all students with flexible due dates regardless of being registered with AccessAbility services or not.

## Sharing one's positionality

Introducing one's identities and pronouns to the class.

## Providing lecture recordings

Encouraging in-class attendance but also offering lecture recordings to all students.

## Acknowledging WEIRD samples

Dedicating class time to discuss the issues with predominantly White, Educated, Industrialized, Rich, and Democratic (WEIRD) samples in psychology.

## Low-stakes ways to engage

Creating multiple opportunities for (anonymous) student participation (surveys, live in-class polls, etc.).

\*Collected from anonymous faculty responses to an annual Inclusive Excellence reflective prompt.

This infographic was created by Stephanie Li, a work-study student under Dr. Jessica Dere's supervision.

# Inclusive Teaching Practices



UofT has various resources and supports for inclusive teaching practices. Below are just a few examples!



Select the hyperlinked resources below!

## Models of Inclusive Teaching & University of Toronto Professional Development Opportunities

### UTSC Campus Curriculum Review

This resource highlights various UofT supports for inclusive teaching:

- Centre for Teaching Support and Innovation (CTSI)
- Centre for Teaching and Learning (CTL)
- And more!

## Inclusive Teaching Practices

### UTSC AccessAbility Services

This resource defines **ableism** and provides guidance on the following:

- Universal Instructional Design
- Multiple Formats [of course readings]
- Closed Captioning and Described Video
- Hard of Hearing Tip Sheet
- And more!

## Creating an Inclusive Course & Classroom: Strategies for Instructors

### UofT Centre for Teaching Support and Innovation (CTSI)

This resource provides guidance across three domains:

- Syllabus Design & Course Information
- Course Design for Inclusive Teaching
- Inclusive Teaching

## Best & Promising Practices in Teaching & Learning

### UTSC Centre for Teaching and Learning (CTL)

This resource provides guidance for 10 domains, including but not limited to:

- Universal Design for Learning
- Experiential Learning
- Anti-Racist Pedagogy
- And more!

# Inclusive Teaching Practices



For more inclusive teaching ideas, check out the models and resources\* from comparable Canadian and American universities.



Check out the hyperlinked bullet points below!

01

## University of Ottawa

Inclusive principles for syllabi and course design:

- [Top 25 Most Frequently Recommended Inclusion Strategies](#)
- [Inclusive Strategies Inventory \(135 Strategies\)](#)

02

## University of Manitoba

Rethinking your syllabus at 3 levels of change:

- [Quick and Easy Shifts](#)
- [Medium Changes](#)
- [Deep Commitments](#)

03

## Tufts University

Inclusive and equitable teaching practices:

- [A few tips and practices](#)
- [What are inclusive and equitable teaching practices?](#)

04

## University of Michigan

Inclusive practices for syllabi, course content, and classroom interactions:

- [Inventory of Inclusive Teaching Strategies \(54 strategies\)](#)
- [Inclusive Syllabus Language](#)
- [Setting the Tone for Inclusive Classrooms](#)

\*This information was pulled from the [UTSC Campus Curriculum Review's Resource Hub](#). Please check out their page for more resources!

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