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

Visit the hyperlinked report names below!


"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).

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

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**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:
  - Indigenization
    Discussing the importance of Indigenous knowledges and providing resources to learn more.
  - Sharing one’s positionality
    Introducing one’s identities and pronouns to the class.
  - Acknowledging WEIRD samples
    Dedicating class time to discuss the issues with predominantly White, Educated, Industrialized, Rich, and Democratic (WEIRD) samples in psychology.

- Implementing Universal Design for Learning (UDL) practices, whether conscious of this framework or not:
  - Accommodating due dates
    Providing all students with flexible due dates regardless of being registered with AccessAbility services or not.
  - Providing lecture recordings
    Encouraging in-class attendance but also offering lecture recordings to all students.
  - 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.

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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!

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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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