



## OISE Guiding Principles on Equity and Diversity

### Introduction

OISE is strongly committed to social justice in everything it does. This means that we are committed to the just treatment of each individual member of our community and the communities we serve. It also means that we are especially vigilant to ensure that differences are not treated in ways that produce direct or indirect forms of discrimination<sup>1</sup>. Our commitment to social justice also means that those with whom we work and live who experience individual or systemic discrimination, for whatever reason, are provided with the means to overcome social and physical disadvantages, to the best of our ability. These commitments are captured in two broad principles:

1. Who we are and what we do will reflect the diversity of the communities we serve.
2. Everyone in our community and the communities we serve will be treated equitably<sup>2</sup>.

As an institution, we will work to ensure an environment where students, faculty and staff are given the support needed to realize their goals and aspirations. We strive to remove the barriers that prevent historically disadvantaged groups from realizing their full potential. Through continual examination and monitoring of our practices, policies, and programs, we will aim to ensure that equitable principles prevail. Furthermore, we believe that OISE has the responsibility to be a voice for issues of equity and diversity in the wider community. Our two broad equity principles are aimed at fulfilling our responsibility to create the equality of opportunities and outcomes enshrined in the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act, the Federal Contractors Equity Program, and the University of Toronto policies and practices related to equity and discrimination.

### The Principles Applied to Internal OISE Administration

The sources and nature of the ‘equity and diversity’ issues with which we are grappling are complex and multi-layered. Equity must be evident throughout all institutional practices – across all communities within OISE and at every level of engagement (recruitment, admissions/hiring, retention, evaluation/completion, and promotion). Equity practices will be measured, acknowledged and rewarded. In practice, ensuring equitable administrative processes requires substantial, accessible resources

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<sup>1</sup> These differences have been named, for example, by the Ontario Human Rights code and include: age, ancestry, citizenship, colour, creed (including Indigenous spiritual practices), disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, receipt of public assistance (in housing only), record of offences (in employment only), sex (includes pregnancy and breastfeeding), sexual orientation. Although we have named differences by using the terminology of the Ontario Human Rights Code, we understand that this terminology is often contested and in flux.

<sup>2</sup> It should be understood that equitable treatment sometimes involves similar treatment and at other times involves differential treatment in

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(human and material). Professional development for all is critical for the implementation of processes which help ensure equity, and this professional development will be supported with time, money, space

To further ensure that social justice prevails in our programs we will aim to: