

# Office of Inclusion & Diversity Updates

PGME Advisory Committee  
February 28, 2025



# EDIIA Education and Capacity Building



- **Inclusive Educational Events: Planning Guide** released in January 2025 (<https://temertymedicine.utoronto.ca/inclusive-educational-events-planning-guide-1>)
- Serves as a practical resource for Temerty Medicine community members to develop, deliver and evaluate educational events that centre a sense of belonging and respect for all.
- Workshops on Inclusive Educational Event Planning in progress



# EDIIA Education and Capacity Building

- Supporting workshops led by Postdoctoral Fellows in Islamophobia in Health Professions Education (Dr. Kashmala Qasim) and Antisemitism in Health Professions Education (Dr. Joanna Krongold)
- Other recent presentations and workshops:
  - Unconscious bias in search committees
  - Positionality and cultivating inclusive relationships
  - Importance of EDIIA in academic medicine and health research



# Community and Learner Engagement

- **Diversity Advisory Council**
  - Learner-focused meeting on March 19, 10-11:30 am (hybrid format) – all learners welcome
- **Temerty Medicine Community Connection Series**
  - South Asian Community Event – Spring 2025



# Strategic Initiatives

- **Black at Temerty**
  - Compiling and analyzing status updates on recommendations from 2022 Findings and Accountability Reports, informed by Black Health Theme Leads and Black Learner Experience Working Group
- **EDIIA Data Governance Working Group**
  - Sub-working group of the Data Management Advisory and Analytics Committee (DMAAC)
  - Mandate: Advancing the curation and development of guidelines and resources related to governance of EDI data and Indigenous data sovereignty in the Medical Education portfolio
  - TOR and membership invitations in final approvals



# Website Updates

## Office of Inclusion and Diversity

[Home](#) > [About](#) > [Inclusion and Diversity](#)

uoft.me/oid

### What we do

The Office of Inclusion and Diversity (OID) supports Temerty Faculty of Medicine's commitment to Excellence through Equity, one of the three strategic domains of focus named in the 2018-2023 Academic Strategic Plan.

[About our work](#)

[Educational and supportive resources](#)

[Councils and committees](#)

[Workshops and events](#)

[Newsletter](#)

### Inclusive Educational Events: Planning Guide

We are pleased to launch the Inclusive Educational Events Planning Guide, which will support Temerty Faculty of Medicine community members to develop, deliver and evaluate educational events that promote a sense of inclusion and belonging for all.

### Temerty Medicine reports and resources

Materials published by and targeted towards Temerty Medicine



#### U of T Equity Offices & Institutional Partners >

The Institutional Equity Office supports many equity offices and institutional partners that support all U of T students, staff and faculty.



#### CFD Resource Hub >

The Centre for Faculty Development (CFD) hub contains materials related to advocacy, scholarship, leadership and teaching. Many of these resources are helpful in equity-informed practice.



#### Departmental equity offices >

Many of the educational areas, departments, research centres and other units at Temerty Medicine have designated offices or a committee that is available for support in EDIIA issues.

### Discrimination and cultural proficiency

Educational materials that teach about the identities and experiences of structurally minoritized groups.

|   | Expand All |
|---|------------|
| <a href="#">Accessibility and disability inclusion</a>                          | +          |
| <a href="#">Anti-racism, faith-based discrimination, and cultural diversity</a> | +          |
| <a href="#">Economic disadvantage</a>   | +          |
| <a href="#">Indigenous sovereignty and reconciliation</a>                       | +          |

### Equity integration and awareness

Knowledge that can be applied to specific educational and academic processes to create a more inclusive to create a more inclusive culture.

|  | Expand All |
|--|------------|
| <a href="#">Foundational concepts</a>      | +          |
| <a href="#">Selections and recruitment</a> | +          |
| <a href="#">Operations</a>                 | +          |
| <a href="#">Strategy and planning</a>      | +          |
| <a href="#">Professional development</a>   | +          |



# Questions?

Contact us at [medicine.oid@utoronto.ca](mailto:medicine.oid@utoronto.ca)

