

## Diversity Statement

September 2011

The Faculty of Medicine of the University of Toronto is committed to applying the principles of equity and diversity in all we do.

### Our Mission

We fulfill our social responsibility by developing leaders, contributing to our communities, and improving the health of individuals and populations through the discovery, application and communication of knowledge.

### Our Values [excerpt]

- Promotion of social justice, equity, diversity, and professionalism
- Effective partnership with all our stakeholders
- Supportive and respectful relationships
- Accountability and transparency
- Responsiveness to local, national, and international health care needs

*from Medicine at U of T Strategic Academic Plan 2011-2016*

We strive to:

- recruit and retain students, faculty, and staff that reflect the diversity of Canadian society.
- maintain an environment of fairness and respect where all can work and learn free of discrimination
- assure that our programs and curricula prepare our graduates to meet the needs of the diverse communities they will serve in their careers in Canada and around the world.

We work in the context of a university fully committed to principles and programs for equity and diversity:

University of Toronto, *Statement on Equity, Diversity, and Excellence*, 2006

<http://www.brandequity.utoronto.ca/Assets/equity/statement.pdf>

### Purpose of the University

“The University of Toronto is dedicated to fostering an academic community in which the learning and scholarship of every member may flourish, with vigilant protection for individual human rights, and a resolute commitment to the principles of equal opportunity, equity and justice.”

The 2011 strategic planning process has reaffirmed our commitment to equity and diversity as key factors in fulfilling our social responsibility. We continually reassess our strategic goals and adjust as indicated. At present, we are identifying three groups for priority attention:

- Indigenous Peoples of Canada (First Nations, Inuit, and Métis)
- People of African ancestry
- The economically disadvantaged

We are also committed to the principles of equity as defined in the policies of the university and provide a welcoming and accommodating environment to all including sexual minorities, visible minorities, and people with disabilities.