

# Equity, Diversity and Inclusion Strategy and Action Plan

## Overview of Strategic Goals for the Toronto Metropolitan University School of Medicine

Our work is framed by an anti-racist perspective, with particular sensitivity to the unique historical and ongoing contexts of anti-Black racism and anti-Indigenous racism. Drawing on social justice and anti-oppressive approaches, we acknowledge, understand and work to challenge systems of power that privilege some groups over others. We locate the barriers to equity, diversity and inclusion (EDI) in systems and structures of exclusion, rather than in individual deficits. Understanding the structural roots of inequities, such as the social determinants of health, is essential to advancing EDI and to approaching health challenges.

The following six strategic themes were developed through the formation of an EDI Strategy and Action Plan Advisory Committee in 2021, and informed by a literature review and jurisdictional scan of promising and emerging programs, policies and practices.

You can access a complete version of the EDI Strategy and Action Plan at: [torontomu.ca/school-of-medicine/about/](https://torontomu.ca/school-of-medicine/about/)

### Establish institutional levers

- Build institutional capacity in equity, diversity and inclusion (EDI)
- Ensure the meaningful integration of EDI in all aspects of planning
- Identify EDI policies and goals and establish accountability for achieving them
- Resource EDI work appropriately
- Create mechanisms for learning and adapting

### Recruit students equitably

- Collaborate with communities on outreach and pathway programs
- Develop holistic admissions criteria
- Design equitable admissions processes

### Build EDI, decolonization, and Indigenous health into learning

- Integrate inclusive learning practices
- Include EDI, intersectionality, health equity, human rights and the social determinants of health in curriculum
- Develop and review course content with an EDI lens
- Integrate Indigenous health and decolonization in the curriculum
- Engage with communities for experiential learning with a focus on health equity
- Ensure any proposed clinics meaningfully integrate EDI and Reconciliation into all aspects of their planning

### Foster an equitable and inclusive institutional climate

- Mitigate the impact of the hidden curriculum and its negative effects on equity-deserving groups
- Develop EDI, anti-racism and cultural safety training for students, faculty and staff
- Create a robust mentorship program for equity-deserving groups
- Establish mental health supports
- Support student led programs and the formation of groups and networks
- Develop relationships and processes to support successful student transitions to practice

### Hire and support diverse faculty and staff

- Develop partnerships with equity-deserving physician and health research communities
- Intentionally recruit diverse faculty and staff and those with a demonstrated commitment to EDI
- Mitigate the impact of the “minority tax”

### Co-create Reconciliation, Decolonization, and Indigenous Health values and strategic partnerships

- Learn from Indigenous communities about Reconciliation and Indigenous Health in a medical school context
- Develop, in partnership with Indigenous communities, values, strategic priorities, and goals for Indigenous health