The Work Continues:
Deepening Anti-Racism Action through Systemic and Intersectional Change

Friday, March 19, 2021
10:00 a.m. - 1:00 p.m. EST
Virtual - Zoom Platform
#IDERD #FightRacism
Welcome
The Anti-Racism & Cultural Diversity Office (ARCDO) at the University of Toronto welcomes you to the 5th annual International Day for the Elimination of Racial Discrimination (IDERD) Conference. The conference will be an opportunity to learn about approaches and strategies to deepen anti-racism action through systemic and intersectional change. We will be joined by local community experts, academics, administration and student leaders to engage in critical dialogue and information sharing.

Conference Theme
The Work Continues: Deepening Anti-Racism Action through Systemic and Intersectional Change

At a Glance

- 9:50am-10:00am: Zoom Waiting Room Opens
- 10:00am-10:15am: Opening Ceremony
- 10:15am-10:45am: Keynote Presentation
- 10:45am-11:05am: Question & Answer Session
- 11:05am-11:20am: 2020 IDERD Impact Award Presentation
- 11:20am-11:30am: Break / Breakout Rooms Open
- 11:30am-12:30pm: Concurrent Breakout Sessions
- 12:30pm-1:00pm: Closing Ceremony and Performance
Conference Agenda

10:00am
Conference Begins / Opening Ceremony

Emcees
Kathy Mac (she/her)
Program Coordinator, Sexual & Gender Diversity Office
University of Toronto

Martin Kengo (he/him)
Community Engagement Coordinator, Access & Outreach
University of Toronto

10:02am
Opening Reflections & Land Acknowledgement

Presenter
Michael D. White (he/him)
Director, First Nations House, Indigenous Student Services
University of Toronto

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River.

Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

10:07am
Community Guidelines
10:10am Welcome Remarks

Presenter

Kelly Hannah-Moffat (she/her)
Vice-President, Human Resources & Equity
University of Toronto

10:15am Keynote Presentation

Presenter

john a. powell (he/him)
Director, Othering & Belonging Institute
Professor of Law, African American & Ethnic Studies
University of California at Berkeley

Belonging in a changing and polarizing world

As the world changes, our sense of well-being is being threatened. Threats like technology, the pandemic, climate change, and demographics are exposing humanity to unprecedented challenges. There are many paths we can take to respond to this moment. As we continue the work to deepen Anti-Racism action through systemic and intersectional change, we can try to turn to a fictional past or try to create a Belonging open future.

john a. powell is Director of the Othering and Belonging Institute and Professor of Law, African American, and Ethnic Studies at the University of California, Berkeley. He was previously the Executive Director at the Kirwan Institute for the Study of Race and Ethnicity at the Ohio State University, and prior to that, the founder and director of the Institute for Race and Poverty at the University of Minnesota. john formerly served as the National Legal Director of the American Civil Liberties Union (ACLU). He is a co-founder of the Poverty & Race Research Action Council and serves on the boards of several national and international organizations. john led the development of an “opportunity-based” model that connects affordable housing to education, health, health care, and employment and is well-known for his work developing the frameworks of “targeted universalism” and “othering and belonging” to effect equity-based interventions. john has taught at numerous law schools including Harvard and Columbia University. His latest book is Racing to Justice: Transforming our Concepts of Self and Other to Build an Inclusive Society.
10:45am

**Question & Answer Session**

**Moderator**

Maydianne Andrade (she/her)
Professor, Special Advisor to the Dean, Inclusive Recruitment & Equity Education
University of Toronto Scarborough

**Notetaker**

Bristy Chakrabarty (she/her)
Sexual Violence Prevention & Response Coordinator
University of Toronto

11:05am

**2020 IDERD Impact Awards**

**Presenter**

Karima Hashmani (she/her)
Executive Director, Equity, Diversity & Inclusion
University of Toronto

11:20am

**Break / Breakout Rooms Open**

11:30am

**Concurrent Breakout Sessions**

- **Room 1** - Developing an Anti-Racism Action Plan
- **Room 2** - Intersectional Approaches to Decolonize Anti-Racism Efforts within a Post-secondary Environment
- **Room 3** - Not For, But With: Engaging Students as Anti-Racist Leaders
- **Room 4** - The Politics of (In)visibility: Race & Resistance in LGBTQ2S+ Experiences within Post-Secondary Institutions
- **Room 5** - Centering Anti-Racism within Faith-based Advocacy
- **Room 6** - Mindfulness / Available for taking breaks

12:30pm

**Breakout Rooms Close**
12:30pm  Closing Ceremony / Reflections and Next Steps

Presenter

Aamer Esmail (he/they)
Program Coordinator, Anti-Racism & Cultural Diversity Office
University of Toronto

12:40pm  Spoken Word Performance

‘The Plight’

Performer

Randell Adjei (he/him)
Executive & Creative Director of R.I.S.E (Reaching Intelligent Souls Everywhere) Edutainment

Randell Adjei is an entrepreneur, speaker and spoken word practitioner who uses his gifts to empower through Edutainment. He is the founder of one of Toronto’s largest youth led initiatives; Reaching Intelligent Souls Everywhere (R.I.S.E Edutainment). In 2018, R.I.S.E received the Toronto Arts Foundation’s, Mayor’s Youth Arts Award. Randell is the author of “I am Not my struggles,” a powerful Anthology released in 2018. He is a cohort 2 Studio Y MaRS DD Fellow and 1 of 4 coaches involved in the Toronto Public Library (Poetry Saved Our Lives) project. Randell was the Black Canadian Awards - Best Spoken Word award winner in 2015. Randell was also named CBC’s Metro Morning’s Torontonian of the Year in 2015 and NOW Magazines Local Hero in May 2017. Randell opened up for President Barack Obama at the Economic Club of Canada and has also opened up for Terry Crews, Paul Mooney, Saul Williams and Mayor John Tory.

12:55pm  Closing Remarks

Presenter

Karima Hashmani (she/her)
Executive Director, Equity, Diversity & Inclusion
University of Toronto

1:00pm  Conference Adjourns
Concurrent Breakout Session Descriptions

Room 1 - Developing an Anti-Racism Action Plan

In this session, we take a deep dive into understanding what it takes to develop an Anti-Racism action plan for your teams. We will explore the steps to take, the barriers to address, and the supports to acquire as you leverage your skills and knowledge to prioritize efforts to mobilize against racism within a post-secondary environment.

The panel presentation includes a moderated Q&A session.

Presenter:

Kofi Hope (he/him)
CEO, Monumental
Adjunct Professor, Geography & Planning
University of Toronto

Kofi Hope is a Rhodes Scholar and has a Doctorate in Politics from Oxford University. He is the co-founder and CEO of Monumental, a new start-up focused on supporting organizations work towards an equitable recovery from COVID-19. He is an emeritus Bousfield Scholar and current adjunct professor at UofT’s School of Geography and Planning. He also serves as a Senior Fellow at the Wellesley Institute and is a board member at the Atkinson Foundation. In 2017 he was winner of the Jane Jacobs Prize and in 2018 a Rising Star in Toronto Life’s Power List. Kofi was the founder and former Executive Director of the CEE Centre for Young Black Professionals. In 2005 he established the Black Youth Coalition Against Violence, which became a leading voice for advocating for real solutions to gun violence in Toronto and led to him being named one of the Top 10 People to Watch in Toronto in 2006 by the Toronto Star.

Moderator:

Jodie Glean (she/her)
Director, Anti-Racism & Cultural Diversity Office
University of Toronto

Moderator:

Natalie Elisha (she/her)
Equity Projects Specialist
University of Toronto
Notetaker:

Robin Waley (he/him)
Assistant Manager, Co-Curricular Diversity & Equity
University of Toronto

Support Staff:

Shainiya Balachandran (she/her)
Assistant Dean
Student Life at Victoria College
University of Toronto

Support Staff:

Saimah Baig (she/her)
Program Coordinator, Anti-Racism & Cultural Diversity Office
University of Toronto
Room 2 - Intersectional Approaches to Decolonize Anti-Racism Efforts within a Post-secondary Environment

In this session, panelists share perspectives and insights from their lived experiences about how different layers and nuances of their identity might overlap, clash, and coexist while navigating post-secondary spaces that are working to advance Anti-Racism efforts. We will explore how efforts to decolonize Anti-Racism efforts can benefit from applying intersectional approaches to understanding Anti-Indigenous racism. The panel presentation includes a moderated Q&A session.

The panel presentation includes a moderated Q&A session.

Presenter 1

Teddy Syrette (they/them)
2-Spirit Advocate, Storyteller & Facilitator

Teddy Syrette (Ozhawa Anung Kwe/Yellow Star Woman) is an Anishnabe 2-Spirit of Rankin Reserve - Batchewana First Nation (Baawaating). Teddy uses They/Them pronouns. They are an advocate and storyteller for LGBTQ+ and Indigenous experiences and histories. Teddy has a background in social justice, theatre and bingo. Teddy is an alcoholic and has a diploma in social service work in Indigenous specialization. They have travelled around Turtle Island sharing their story and voicing issues of homophobia, transphobia, racism and colonial trauma. Teddy has received different achievements for their advocacy work, that include the Bonham Centre award for Sexuality Diversity Studies, the Planned Parenthood Toronto LGBTQ Person of the year award, and the Sault Ste. Marie YMCA Peace Medal. Teddy currently lives in Sault Ste. Marie (across the tracks from Rankin Reserve) and they live with their pug Hortus.

Presenter 2

Jennifer Sylvester (she/her)
PhD student, Social Justice Education
University of Toronto

Jennifer Sylvester is in her second year as a PhD student in Social Justice Education at University of Toronto. She is an advocate for Indigenous social issues, such as, equity, protection and Inclusion of Indigenous women. She’s a co-host for Indigenous Waves on CIUT 89.5, a hobbyist crafter and a single parent to a 14 year old.
Presenter 3

**Professor Jason Bazylak (he/him)**
Associate Professor Teaching Stream  
University of Toronto

Jason Bazylak is a Metis engineer, FASE Dean’s Advisor on Indigenous Initiatives, and Associate Professor Teaching Stream. He runs an award winning first year design course series, researches the under-representation of women and Indigenous people in engineering, and is raising three sons to bring positive change into this world. He was the co-chair of the Eagles’ Longhouse who jointly wrote, with Indigenous partners, the Blueprint for Action. A plan for the FASE to address the Calls to Action from the TRC. In the Metis tradition he bridges the cultures of the Education (M.Ed OISE in Toronto) and Engineering (B.Eng. Engineering physics from Saskatoon). He uses that unique position to make the learning experience better for engineering students (received Joan Foley Quality of Student Experience Award). He also couples that with his life experience to building connections between engineering and Indigenous students and communities (received Hart Teaching Innovation Professorship).

Moderator:

**Angela Treglia (she/her)**  
Director, Sexual Violence Prevention & Support Centre  
University of Toronto

Moderator:

**Jenny Blackbird (she/her)**  
Outreach Communications & Programming Coordinator  
Ciimaan/Kahuwe’ya/ Qajaq Indigenous Language Initiative  
University of Toronto

Notetaker:

**Tomike Babajide (she/her)**  
Community Engagement Coordinator, Access & Outreach  
University of Toronto

Support Staff:

**Chad Jankowski (he/him)**  
Mental Health Programs Officer, Faculty of Arts & Science  
University of Toronto
Room 3 - Not For, But With: Engaging Students as Anti-Racist Leaders

In this session, we will hear from a panel of staff and students on approaches to engaging and promoting student leadership within university-wide efforts to advance Anti-Racism initiatives. We will explore strategies for how students can embody and champion Anti-Racism efforts and navigate the learning environment to further collaborate and connect with those in positions of leadership.

The panel presentation includes a moderated Q&A session.

Presenter 1

Yeonjoo (Jamie) Seo (she/her)
Peer Community Builder & Equity Activator, Residence Don
MSW Student, University of Toronto

Yeonjoo (Jamie) Seo (she/her) is currently pursuing her Master of Social Work at the Factor-Inwentash Faculty of Social Work, University of Toronto. She currently works as a Peer Community Builder & Equity Activator and Residence Don at the University. Her work focuses on developing new initiatives and programs to enhance the student experience in postsecondary institutions by integrating anti-oppressive practice and social justice principles into her practice, with a particular emphasis on mental health and anti-Asian racism and discrimination. Additionally, having also completed her Honours Bachelor of Science (HBSc) at the University of Toronto, Yeonjoo (Jamie) has held numerous positions to foster leadership and personal development in students, as well as empowering traditionally underrepresented and marginalized voices in seeking institutional change. She is also the Field Challenges Project Team Lead as part of a national partnership research project in Canada (Transforming the Field Education Landscape), where she is working to identify and develop strategies to address challenges in social work field education, as well as supporting other initiatives (planning World Social Work Day on Ubuntu; anti-racism initiatives in field education; and international social work field education) at TFEL.

Presenter 2

Máirí McKenna Edwards (she/her)
Coordinator, Diversity & Inclusivity Training, Student Life
University of Toronto

Máirí (Mar-ee) brings hope to difficult conversations with an appreciation for levity to keep in mind that at the heart of this work is connection. Her work draws on her own lessons as a mix of ethnoracial identities to recognize both the commonalities between and the particularities of our different experiences. Máirí has worked in and run community-based programs for children, youth and families in the Toronto area; taught and managed programs in higher education; and been a private consultant. Her favourite pass time hanging with the kids while eating the amazing BBQ by her hubby.
Presenter 3

Samiha Sharif (she/her)
Diversity & Inclusion Consultant, MSW Student
University of Toronto

Samiha is an MSW student at the University of Toronto; a first generation immigrant settler woman of colour, Samiha believes that all her work must begin with listening, proceed with kindness, and be rooted in community centred principles. Samiha received her BA in International Development, and worked with Youth Fusion on Inuit territory as a project coordinator planning programming for Inuit students through a cultural humility lens. Samiha currently works for Student Life at Uoft in the Leadership and Equity portfolios while freelancing as a Diversity and Inclusion consultant with community, private, and government clients. Samiha has also sat on the board of Neill-Wycik cooperative, and volunteers as a Policy Office for CanAge. Outside of school, Samiha enjoys being a plant mama, baking cheese bread, and reading fiction.

Moderator:

Terry Gardiner (he/him)
Student Mental Health & Wellness Program Manager
Faculty of Law
University of Toronto

Moderator:

Mikhail Burke (he/him)
Dean’s Advisor on Black Inclusivity Initiatives/Student Inclusion and Transition Advisor/Instructor
University of Toronto

Notetaker:

Keira Mayo (she/her)
PhD Student, Drama, Theatre and Performance Studies
University of Toronto

Support Staff:

Cori Hanson (she/her)
Assistant Director, Student Experience & Teaching Development
University of Toronto
Room 4 - The Politics of (In)visibility: Race & Resistance in LGBTQ2S+ Experiences within Post-Secondary Institutions

In this session, we engage in a critical dialogue about the unique lived experiences of queer and trans racialized groups that are often on the margins of mainstream queer and racialized discourse. We will explore the importance of intersectional strategies and tools as acts of resistance in working towards building more inclusive spaces within post-secondary institutions.

The panel presentation includes a moderated Q&A session.

Presenter 1

Tatiana B. Ferguson (she/her)
Co-founder of the Black Queer Youth Collective

Tatiana B Ferguson is a leader in Equity and Inclusion and a founding member of the Black Queer Youth Collective; a grassroots group dedicated to identifying and responding to the needs of Black Queer and Trans youth in Toronto. Tatiana coordinates and facilitates capacity building activities for organizational and systemic change. Her work is informed by an anti-oppression framework with critical consideration to how intersections of Race, Gender and Class interplay to create barriers for marginalized communities. Her work fundamentally addresses social and political issues through research, advocacy, and public education. Furthermore, she works closely with several organizations to advance public policy, foster community engagement, and improve research practices to better engage members of the LGBTQ+ community.

Presenter 2

Ricky Varghese (he/they)
Tanis Doe Postdoctoral Fellow in Gender, Disability, and Social Justice
School of Disability Studies, Ryerson University

Ricky Varghese received his Ph.D. in Sociology of Education from the Ontario Institute for Studies in Education. He is presently the Tanis Doe Postdoctoral Fellow in Gender, Disability, and Social Justice at the School of Disability Studies at Ryerson University, where he is completing a book on the relationship between masculinity, suicidality, and the death drive. He is also heading a SSHRC-funded speakers' series titled "Sex and the Pandemic: Convergences and Divergences in Queer Men's Sexual Health in the Midst of HIV/AIDS and COVID-19” which will run from May through to October of this year. Aside from his scholarly activities, he is also a psychotherapist in private practice since 2014, and a candidate in training to become a psychoanalyst through the Toronto Institute of Psychoanalysis.
Presenter 3

Caro Castro (he/they)
Professor, Social Service Worker Program
George Brown College

Caro Castro identifies as a Trans Masculine Latinx and uses he/they pronouns. He is a PhD student in the Adult Education and Community Development program at OISE, a College Professor at George Brown and Humber College and a regular university guest speaker. Caro works as a clinical counsellor at Family Service Toronto. Caro has delivered direct services in this capacity to people experiencing marginalization, trauma, mental health and addiction struggles. His areas of interest and expertise are Gender Identity, Counselling and Community Development. Caro has extensive experience working with homeless queer youth, victims of domestic violence, LGBTQI2S+ newcomers experiencing barriers in Canada and Trans Latinx facing transphobia and racism, providing clinical counselling and group facilitation in English and Spanish for different organizations in Toronto. Caro works from an anti-oppressive framework, and his clinical work is rooted in Narrative therapy. Caro is currently working on a publication of his Qualitative Research Project about barriers to Trans Latinx in Canada.

Moderator:

Allison Burgess (she/her)
Director, Sexual & Gender Diversity Office
University of Toronto

Moderator:

Yaseen Ali (he/him)
Learning Strategist, Academic Success
University of Toronto

Notetaker:

Simon Lam (he/him)
Career Advisor & Educator Victoria University
University of Toronto

Support Staff:

Trish Starling (she/her)
Coordinator, Learning + Community, Hart House
University of Toronto
Room 5 - Centering Anti-Racism within Faith-based Advocacy

In this session, we will hear from panelists working within faith-based initiatives about their experiences of centering Anti-Racism within their advocacy efforts. We will explore approaches to collective efforts for faith-based communities to advance Anti-Racism policies and practices within post-secondary environments.

The panel presentation includes a moderated Q&A session.

Presenter 1

Adele Halliday (she/her)
Anti-Racism and Equity Officer, The United Church of Canada

Adele Halliday works at the national office of The United Church of Canada as the Anti-Racism and Equity Officer. An experienced anti-racism educator, she brings personal passion and a deep dedication to diversity and equity work. She has been involved in anti-oppression work with churches in Canada and beyond for more than 15 years and is committed to working towards systemic change as well as to creating better places of belonging for people of all identities in church. She was involved in the creation of the Canadian Anti-Racism Ecumenical Network of the Canadian Council of Churches and is a tireless advocate for racial justice. A sought-after speaker, keynote leader, and workshop facilitator, Adele has also written several articles for magazines on anti-racism and created equity-based curriculum. Adele holds a Master of Education degree and a Master of Theological studies degree; she is also currently studying part-time at in the EdD program at OISE, in Social Justice Education.

Presenter 2

Punita Lumb (she/her)
Student Life Coordinator - Multifaith Centre
PhD candidate, Higher Education & Comparative, International and Development Education, OISE, University of Toronto

Punita Lumb is passionate about critically examining higher education globally and mobilizing theory to practical student programming. She is currently with the Multifaith Centre where she facilitates conversations about identity, community, and spirituality from a decolonial lens that recognizes multiple ways of being, becoming and knowing the world. She also supports students as they navigate religious accommodation, discrimination, and conflict.
Presenter 3

El-Farouk Khaki (he/him)
Cofounder & Imam: ETJC - The Unity Mosque, Barrister & Solicitor

El-Farouk Khaki is a lawyer whose practice since 1993 focuses on refugee claims based on sexual orientation, gender, gender identity/expression & HIV. He is a co-owner of the Glad day Bookshop, the world’s oldest LGBTIQ bookshop. He is an activist, public speaker, writer, author & media commentator on: Islam, LGBTIQ/human rights, refugees, politics, racism, HIV, & queer Parenting. El-Farouk is the founder of Salaam: Queer Muslim Community (1991), and co-founder & imam of el-Tawhid Juma Circle: The Unity Mosque (2009). He is ordained as a Reverend & officiates marriage for all orientations and genders. He is featured in a biopic ‘The Accidental Activist’ by the Canadian Race Relations Foundation and is a TedX speaker (We Resist. A Queer Muslim Perspective. His awards include the “Excellence in Spirituality” Award - Pride Toronto (2006) and the Community One Steinert & Ferreiro Award. In 2020, he was inducted into the Arquives National Portrait Collection. El-Farouk’s writings include a children’s book titled “Moondragon in the Mosque Garden” co-authored with Troy Jackson. He is currently working on a book exploring Islam, intersectional identities, global issues, sexuality, refugees, social justice and spirituality.

Moderator:

Anita Balakrishna (she/her)
Director, Equity, Diversity & Inclusion
Temerty Faculty of Medicine
University of Toronto

Moderator:

Nythalah Baker (she/her)
Director, Equity, Diversity & Inclusion
University of Toronto Mississauga

Notetaker:

Tatiana Ruiz-Bedoya (she/her)
PhD candidate, Cell and Systems Biology Department
Chief editor, CSB Forefront Newsletter
University of Toronto

Support Staff:

Alexander Nathan (he/him)
Communications Advisor
University of Toronto University of Toronto
**Room 6 - Mindfulness / Available for taking breaks**

A mindfulness room will be available during the breakout sessions for those who are wishing to take a break from the other sessions and/or want to engage in occasional mindfulness activities being delivered by the facilitator. Attendees may go in and out of the mindfulness room as they please.

**Facilitator**

Dirk Rodricks (he/him)
Assistant Dean for Residence Life (New College) & Course Instructor
Student Development and Student Services (OISE)
University of Toronto

**Support Staff:**

Natasha Prashad (she/her)
Program Coordinator, Anti-Racism & Cultural Diversity Office
University of Toronto
2020 IDERD Impact Awards Winners
Acknowledging and celebrating IDERD Impact Award recipients from year 2020.

Student Leadership Award (Individual)
Entisar Yusuf, Graduate, Educational Leadership and Policy, OISE, University of Toronto

Student Leadership Award (Group)
Uncovering Racism in Rehabilitation Authorship Team
LLana James, PhD candidate, Rehabilitation Sciences Institute, Faculty of Medicine
Sally Abudiab, Graduate, Master of Science, Rehabilitation Sciences Institute, Faculty of Medicine
Samira Omar, PhD Candidate, Rehabilitation Sciences Institute, Faculty of Medicine

Administration Leadership Award
Sania Hameed, Experiential Learning Officer, Faculty of Arts & Science, University of Toronto

Academic & Research Award
Professor Beverly Bain, Department of Historical Studies, University of Toronto Mississauga

Strategic Innovation Initiatives Award (Individual)
Professor Akwasi Owusu-Bempah, Department of Sociology, University of Toronto

Strategic Innovation Initiatives Award (Group)
Enhancing Access Through Youth Community Partnerships
Team Lead, Danielle Dinunzio, Program Coordinator, Integrated Learning and Community Engagement, Hart House

Faith, Anti-racism & Change Award
Sofia Freudenstein, Fourth year student, Jewish Studies and Philosophy, University of Toronto

More details about the 2020 IDERD Impact Award recipients can be found at https://antiracism.utoronto.ca/programs/iderd/iderd-award-recipients-2020/
Get Connected

University of Toronto overview
https://www.utoronto.ca/about-u-of-t

University of Toronto Equity Offices
https://hrandequity.utoronto.ca/inclusion/equity-offices/

University of Toronto Equity Report 2019

National Dialogue and Action for Inclusive Higher Education and Communities
https://www.utsc.utoronto.ca/principal/about-national-dialogues-and-action

University of Toronto Affinity Groups
https://hrandequity.utoronto.ca/inclusion/affinity-groups/

University of Toronto’s Sexual Violence and Prevention Centre
https://www.svpscentre.utoronto.ca/

University of Toronto Student Life
https://studentlife.utoronto.ca/

University of Toronto’s Anti-Racism & Cultural Diversity Office
https://antiracism.utoronto.ca/

University of Toronto Facts and Figures
https://www.utoronto.ca/about-u-of-t/quick-facts

University of Toronto Policies and Guidelines
https://hrandequity.utoronto.ca/policies/
Acknowledgements

The 2021 IDERD Conference is organized by the Anti-Racism & Cultural Diversity Office (ARCDO), Division of HR and Equity, at the University of Toronto.

ARCDO recognizes the many staff, students and faculty from across the University who have contributed to deliver the various components of this conference. ARCDO also recognizes support from the Women's Campus Safety Grant towards making this conference possible.

Conference Team Lead
Aamer Esmail (he/they), Program Coordinator, Anti-Racism & Cultural Diversity Office, University of Toronto

Conference Team
Jodie Glean (she/her), Director, Anti-Racism & Cultural Diversity Office, University of Toronto
Saimah Baig (she/her), Program Coordinator, Anti-Racism & Cultural Diversity Office, University of Toronto
Natasha Prashad (she/her), Program Coordinator, Anti-Racism & Cultural Diversity Office, University of Toronto

Conference Support
Will Campbell (he/him), Digital Media Specialist, University of Toronto

What does the Anti-Racism & Cultural Diversity Office (ARCDO) do?
ARCDO is mandated to provide support to students, staff and faculty across the three campuses for the University of Toronto. ARCDO engages collaboratively with stakeholders on campus to enable the University’s academic mission through the integration of its commitment to equity, diversity and inclusivity.

The four pillars of focus for ARCDO are:
- Education programming
- Complaint resolution supports
- Strategic initiatives
- Community outreach and engagement

Connect with us at https://antiracism.utoronto.ca/