C&C Priorities

**Priority 1: Promoting Staff Diversity at UTM**

Celebrate Diversity across the University and increase visibility of racialized staff.

Develop Programs, Events and Initiatives that resonate with the UTM community and communicate importance of diversity and inclusivity through stories.

Identifying Critical Friends who can act as a mentor or resource to support racialized staff and can champion C&C’s priorities.

Offer Mentorship Opportunities for members and supporters to explore channels for career advancement and seek opportunities to learn from University decision-makers.

**Priority 2: Increasing Accountability for Diversity Initiatives**

Identify Goals that reflect the University’s commitment to an open and inclusive environment and identify and prioritize key areas for growth.

Define Targets that measure progress of Equity and Diversity initiatives spearheaded by both C&C, as well as the Human Resources & Equity Portfolio.

Gather Data and encourage open access to reports that deal with diversity and inclusive issues.

Assess and Continuously Improve by reviewing performance metrics and targets against goals. This includes tracking participation rates of C&C programs, coverage and support by senior administration.

**Priority 3: Building a Community with Shared Experiences**

Create Opportunities to build a network that is focused on outreach, networking and capacity building of racialized staff through dialogue and shared experiences.

Cultivate a Network of support within the UTM community to foster cross-divisional and cross-campus collaboration.

While we take pride in the diversity of members of our UTM community, concurrently, some in our community still confront inequalities that arise as a reaction to diversity. I embrace a future where every member of our community is respected for who they are, and I support this initiative so that everyone in our community feels welcome to work together to help make this a reality.

Professor Ulli Krull
Vice-President & Principal, UTM
Critical Friend

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