



UNIVERSITY OF
TORONTO
MISSISSAUGA

Dear UTM community,

Over the last few months during the COVID pandemic, we have seen the rise in blatant and subtle forms of racism. In the past weeks in particular, we have witnessed increasingly horrific examples of anti-Black racism. It is difficult to watch and hear about these incidents, and it is profoundly troubling how our Black community members – colleagues and students – are harmed by ongoing racial violence and injustices.

As Acting Vice-President & Principal of the University of Toronto Mississauga, I want to relay my concern about recent racist events in Toronto and the United States. I echo the [sentiments shared by President Meric Gertler](#) in condemning anti-Black discrimination, racism and violence.

Racism is a pervasive and problematic issue that continues to detrimentally affect Black and racialized communities. The impact of these lived realities and the effects of racism on community members who are also UTM students, staff and faculty, carry significant burdens into academic, research and work realms – trauma, fear, anger, outrage and injustice. We also know that Black and racialized community members are disproportionately affected by the economic, health and social effects of this pandemic.

We must continue to work in solidarity with Black communities during this extremely difficult time to provide understanding and supportive spaces, in addition to lasting systemic change to eliminate multiple injustices.

I would like to express my appreciation to our university community members who are actively engaged in responding to these urgent matters to support Black faculty, staff and students. At UTM, I would like to recognize the UTMSU, Black Students Association, Caribbean Connections, and the Connection and Conversations affinity group for racialized staff.

The UTM Equity & Diversity Office will soon be announcing initiatives for connection and support at <https://www.utm.utoronto.ca/equity-diversity> and on office social media.

The Anti-Racism and Cultural Diversity Office is organizing a tri-campus initiative on June 4, in which all racialized members and the university community at large are invited to participate: <https://antiracism.utoronto.ca/>

We are committed to supporting you, as we continue to build a caring community at UTM. To any member of our community who may be struggling in the wake of recent events, please do not hesitate to reach out:

Malton Neighbourhood Services
<https://www.mnsinfo.org/black-family-support/>

Black Youth Helpline
www.blackyouth.ca

For students: Confidential multilingual counselling support 24/7, 1-844-451-9700
| www.mystudentsupport.com | [My SSP app](#)

For employees: Confidential [Employee & Family Assistance Program](#) (EFAP) 24/7, 1-800-663-1142

Best regards,

Ian Orchard
Acting Vice-President & Principal
University of Toronto Mississauga