



**FACTOR-INWENTASH**  
**FACULTY OF SOCIAL WORK**  
**UNIVERSITY OF TORONTO**

# EQUITY

## **FIFSW EQUITY OBJECTIVES FOR 2018-2019**

- I. To provide support to students, faculty, administrative staff and sessional instructors on diversity and equity issues
- II. To continue to examine equity processes and practices to identify strengths and gaps
- III. To support the Faculty in implementing diversity and equity strategies

## **FIFSW EQUITY AIMS**

- To provide a confidential space to raise equity related questions and concerns
- To assist in building equity structure capacity and sustainability within the Faculty

## **FIFSW EQUITY SERVICES**

- Confidential equity advising for students, faculty and staff
- Student workshops:
  - MSW Yr 1
  - MSW Advanced Standing
  - PhD Yr 1
- Implementation support of FIFSW Equity strategy
- Equity focused workshops and special events

## FIFSW EQUITY ADVISOR

**Terry Gardiner, MSW, RSW**, is the Manager, Diversity, Equity & Student Experience and is available by appointment to meet with students, faculty and staff regarding sensitive and/or challenging diversity and equity issues that may arise. These confidential consultations are intended to provide a supportive environment for discussion and problem solving and to generate strategies to address concerns. This is distinct from a formal complaint process.

[terry.gardiner@utoronto.ca](mailto:terry.gardiner@utoronto.ca)

416.946.0720

room 106A

## OTHER MEMBERS OF THE FIFSW EQUITY TEAM

**Janet Mawhinney, MA**, is the Director, Community Engagement at the Centre for Addiction and Mental Health (CAMH) focusing on stakeholder relations to support system and social change. This role builds upon her previous leadership in the diversity area, working on issues of human rights, health equity, inclusion and respect in the workplace and in service provision.

**Rani Srivastava, RN, MScN, PhD**, is the Chief of Nursing and Professional Practice at the Centre for Addiction and Mental Health (CAMH) and has developed modules for cultural competence for nurse practitioners, emergency room workers, and police services.

Janet and Rani facilitate the MSW Equity & Diversity workshops and support implementation of the FIFSW equity strategy.

## UNIVERSITY EQUITY PROGRAMS & SERVICES

- [Accessibility for Ontarians with Disabilities Act \(AODA\) Office](#)
- [Anti-Racism and Cultural Diversity Office](#)
- [Community Safety Office](#)
- [Equity & Diversity Office at University of Toronto Mississauga](#)
- [Equity & Diversity Office at University of Toronto Scarborough](#)
- [Family Care Office](#)
- [Multi-Faith Centre](#)
- [Sexual & Gender Diversity Office](#)
- [Sexual Violence Prevention & Support Centre](#)

<http://equity.hrandequity.utoronto.ca/> University of Toronto equity resources