

12 June 2020

Dear UTS Administration and Board of Directors,

In recent weeks, we have been reflecting on UTS's responsibility to ensure the school's goals of equity, inclusion, and representation are met. Discussions about individual and systemic forms of racism have taken on a new urgency, due to recent local and global events. This has shone a light on the systemic racism in our UTS community, as well as raised concerns about our approach to dealing with this issue. We are writing today to reiterate and emphasize the proposed courses of action shared by the Alumni community in their [recent letter](#). We share their sentiments and would like to add to this discussion our perspective as current students. We are similarly concerned about the existing culture of anti-Black racism, lack of transparency in regards to the school's equity committees and anti-racist policies, lack of diversity in perspectives of our curriculum, and overall underrepresentation of Black and Indigenous people in our student and staff populations.

According to the [2016 Canadian Census](#), 51.4% of the Greater Toronto Area identified as a member of a visible minority, of which 7.5% identified as Black. However, only 1.1% of UTS students identify as Black (African) and 0.6% as Black (Caribbean), based on data provided by the [2019 Equity and Inclusion Student Survey](#). This discrepancy in representation is even more pronounced in the UTS staff and faculty, of which only 19% of all teaching staff, 50% of non-teaching/operations staff, and 30% of management are members of visible minority groups. We ask that UTS commits to better serving its community and students by prioritizing outreach to marginalized communities as well as diversifying its staff and faculty, thereby providing a more inclusive and welcoming educational environment.

In solidarity with our Alumni community, we reiterate their proposed courses of action and have expanded on several (bolded):

1. Develop a transparent strategy, such as an "Anti-Racism Policy," that addresses and reprimands racist behaviour at UTS.
  - a. **This strategy should be publicized at UTS' physical site, including but not limited to: posters outlining UTS' anti-racist policies; how students have the responsibility to address racist rhetoric, jokes, slurs, and/or microaggressions; and how students can report incidents of racism to the UTS administration.**
  - b. **This strategy should also be visible on the UTS website and printed in the agendas distributed to all students alongside the UTS Code of Conduct.**
2. Develop a transparent strategy to prevent racist thinking and behaviour at UTS, which includes both (a.) direct and (b.) indirect programming:
  - a. Creating mandatory anti-racist trainings directed at all members of the UTS community that educate on systemic and internalized racism and ways to address it;
    - i. There should be specific trainings addressed to the UTS parent community;
  - b. Incorporating more non-white perspectives into our curriculum, including in the sciences, humanities, arts, and social sciences.



**b. Allow UTS Equity Committee members to act as overseers in Board meetings pertaining to these topics to increase transparency and collaboration.**

UTS has an incredible influence on all of our lives and for that reason, we are all dedicated to ensuring that our school is a safe space for our peers, staff, and wider community. To ensure UTS is a diverse and inclusive community that is accessible to Toronto's diverse population, we ask that these proposed courses of action be carefully considered and implemented and that student voices continue to be heard and involved in this discussion.

Sincerely,  
The Undersigned Students of UTS

Mia Richmond '20	Sadie Coehlo '20	William To-Dang '20
Andrei Comlosan-Pop '20	Baker Jackson '20	Robert Jarvi '21
Hasan Hirji '20	Della Alderson '20	Kyra Gilson '20
Julia Nathanson '20	Siddhesh Mitra '24	Cuebin Choi '20
Daeja Sutherland '21	Jenny Wu '21	Iris Park '24
Aliana Niezova '21	Grace Parish '20	Anna Reso '23
Jaden Lo '21	Brianna Tota '25	Zahra Mustin '21
Leyat Tesfaye '23	Georgia Smeaton-Katzenberg '20	Rhea Siddhantakar '21
Phoebe Priest '21	Cooper Price '22	Noa Brown '24
Shriya Shah '21	Christina Pizzonia '21	Aman Aggarwal '21
Megan Hew '21	Grace Ko '22	Ann Derham '22
Jessica Yin '21	Sakura Ariga '20	
Nicola Phillips '24	Shelby Tse '22	
Kyra Menezes '21	Jaya Choudhry '23	
Vidya Pandiaraju '22	Dea Yu '23	
Ira Puri '21	Daniel Lian '23	
Charlotte Barnes '22	Meghna Saha '21	
Sophie Lynn '21	Moineau Binon '24	

