

## **Focusing on Equity in Times of Crisis**

While the world is dealing with this unprecedented time with COVID 19, OISE also endeavours to adjust to this new reality impacting all members of the community. The Equity Committee of OISE Council would like to take this opportunity to share some ideas with faculty and staff on creating safe and equitable teaching, learning and working environments.

- While preparing for online classes, be mindful of varying needs, such as accessibility, digital literacy, students' economic and family situations.
- Be mindful of all forms of oppression manifested in virtual spaces. Prevent discrimination and phobia towards certain groups at this time, especially Asian communities.
- Where possible, re-balance work for and among students, Graduate Assistants, Research Assistants, and Teaching Assistants.
- Draw on online resources such as [Teaching and Learning Online](#) to create safe collaborative spaces and meaningful learning experiences.
- Remain mindful that people have varying coping mechanisms during crisis and uncertainty, and promote mental health and wellbeing.
- Re-adjust the concept of what is considered normal, yet trust in the resiliency of people.
- Remind participants in classes and meetings of the Treaty (Dish with One Spoon) of interdependency and reliance on one another and acknowledge the traditional land.
- Reach out and stay connected while physically distant.

The Equity Committee also recognizes that this is a time to focus on creativity, humanity and empathy. While inequities can emerge and be more pronounced during these challenging times, our community stands united against all forms of oppression including ageism and racism.

The Department of Curriculum, Teaching and Learning has launched [Teaching and Learning Online](#) website that will include considerations regarding Equity, Diversity and Accessibility. They welcome suggestions and resources, which can be sent to: [onlineteachingsupport@utoronto.ca](mailto:onlineteachingsupport@utoronto.ca)

On a final note, the Equity Committee was encouraged to receive a great number of community responses from the survey that was sent out earlier this year. We appreciate those who took time to share their feedback and ideas to help shape future Equity Committee work. We are committed to continue to collect your voices at: <http://bit.ly/37x44zk>

Thank you and stay safe!

OISE Equity Committee  
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