

DIVERSITY
EQUITY



WHO

2011-2012

OBJECTIVES

- 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*

Janet Mawhinney, M.A.,

is a Senior Diversity Consultant with the Centre for Addiction and Mental Health (CAMH) working on issues of human rights, health equity, inclusion and respect in the workplace and in service provision. She has over 15 years of experience of equity work in the health sector. Her work includes policy, education and capacity building on a range of issues including harassment, workplace violence, employment equity, accessibility and cultural competency. Janet can be contacted at janet_mawhinney@camh.net or (416) 978-3264 or (416) 535-8501x6648.

Rani Srivastava, RN, MScN, PhD,

is the Chief of Nursing and Professional Practice at the Centre for Addiction and Mental Health (CAMH) and holds academic appointments as Adjunct Professor, School of Nursing, York University, and Assistant Professor at the Lawrence Bloomberg Faculty of Nursing, University of Toronto. She has a background in academia, practice, and policy development. Rani has worked with educational and social service partners to develop modules for cultural competence for nurse practitioners, emergency room workers, and police services. Rani can be reached at (416) 535-8501 Ext. 2006 or at Rani_srivastava@camh.net.

Advising at the
Factor-Inwentash
Faculty of Social Work,
University of Toronto

RESPONSIBILITIES

Janet is available to meet with students, faculty and staff on sensitive and challenging diversity and equity issues that may arise (by appointment). 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).

Janet will meet with people in room 430 at the Faculty or at CAMH. To make an appointment with Janet you can contact her at: janet_mawhinney@camh.net

or (416) 978-3264 or (416) 535-8501 x 6648.

Rani and Janet will develop a diversity and equity work plan with the Faculty. This will be accomplished through individual and group meetings they will hold with students, faculty, staff and other stakeholders

Janet and Rani will offer workshops for

- a) Year 1 MSW students
- b) Advanced Standing and Year 2 MSW students
- c) PhD students



Rani and Janet will facilitate conversation with faculty and staff to share strategies and approaches, and collaborate to build capacity through discussion and workshops.

AIMS

- Provide a safe space to raise confidential concerns and questions
- Assist in building capacity and sustainability within the Faculty

To contact equity officers at the University of Toronto:

<http://www.hrandequity.utoronto.ca/equity.htm>

