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UTFA Welcomes the Final Report of the Muslim, Arab, and Palestinian Discrimination Working Group at the University of Toronto (the “MAP Report”)

November 25, 2026

The MAP Report brings to light an abundance of evidence of anti-Muslim, anti-Arab, and anti-Palestinian racism experienced by our community members, which is widespread throughout the University and that the University of Toronto President has acknowledged is happening on our campuses. The University of Toronto Administration’s treatment of the MAP Report also brings our attention to an institutional double standard that is impossible to dismiss. The systemic issues identified in the Report are real and deeply disturbing, and it is imperative that they be taken seriously.

The Report identifies several concerns and recommendations that align with UTFA’s ongoing advocacy efforts. For instance, UTFA has been formally engaging with the Administration through Association grievances and negotiations on issues related to call-ins for social media posts; procedural fairness in investigations under discrimination, harassment, and civility policies; and the lack of resources and support for members targeted for exercising their academic freedom rights.

However, there is more to do. UTFA is currently studying the MAP Report and carefully reviewing its recommendations. We will draw on the Report’s evidence and recommendations, particularly those relating to human rights, academic freedom, freedom of speech, and concerns about institutional neutrality, in our ongoing advocacy with the Administration.

The Administration’s Response is Unacceptable

The University Administration’s rationale for dismissing the MAP Report is unpersuasive. Their refusal to engage with the Report's recommendations devalues the labour and intellectual work of the Report's contributors, a report the University of Toronto commissioned them to write. This response risks further marginalizing those most vulnerable to anti-Muslim, anti-Arab, and anti-Palestinian racism.

The University Administration did not consult UTFA prior to rejecting the Report and its recommendations. Yet, it relies on purported obligations to UTFA members and academic freedom to partially justify its wholesale rejection of the MAP Report. UTFA does not support this justification.

Overall, the University Administration's response is indefensible. It is incumbent upon the Administration to meaningfully engage with the Report and its recommendations, given the significant issues raised and its obligations to safeguard the human rights, workplace rights, academic freedom, and freedom of expression of UTFA members and the broader University community. The UTFA Executive is disappointed that the Administration did not take the time to engage with any of the recommendations, instead dismissing the entire Report without care or distinction.

Indeed, the Administration's response only emphasizes why the MAP Report was needed in the first place.

The Administration Must Reverse its Decision

We call on the University Administration to engage meaningfully with the MAP Report and its recommendations as it has with other Equity Reports it has received.

UTFA remains available to meet with the Administration to review recommendations affecting UTFA members, academic freedom, and human rights.

Jun Nogami, UTFA President
On behalf of the UTFA Executive

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