



24 May 2022

Acknowledgement and Pledge

I accept the findings of the Climate and Culture report and its recommendations. I acknowledge with sorrow that many members of the Faculty of Music community have experienced harm owing to racism, sexism, misogyny, harassment, sexual harassment, sexual violence, ableism, homophobia, transphobia, bullying, and other forms of misconduct, as outlined in the report. As the current holder of the office of the Dean, I acknowledge these harms on behalf of the Faculty of Music and the University of Toronto, and I pledge to help bring about the change that is much needed in our teaching and learning environment. I will continue to advocate for reform in recognition of the negative impacts that many of you and others who are not present today have experienced over the years.

With the release of this report, the Faculty and the University have established a commitment to transparency and change. I have raised and will continue to raise with the University's leadership the many concerns and frustrations about complaint processes related to allegations of racism, sexual violence and workplace harassment as described in the report and its appendices. I am gratified that so many members of the Faculty of Music community contributed to the institutional review of the Sexual Violence and Sexual Harassment Policy and associated services, and I am hopeful that the review will make a long-lasting difference in the experience of survivors and those who have experienced other forms of discrimination.

A handwritten signature in black ink, appearing to read 'S.H. M.H.' followed by a long horizontal flourish.

Ellie M. Hisama
Dean and Professor of Music
Faculty of Music
University of Toronto