

Strive to Thrive

Tips For Ted Rogers School Students

These reports leverage the expertise of BCH staff to share best practices for students & alumni.

Resources for Black, Indigenous and People of Color

Creating a sense of belonging in the workplace is good for business and inclusion has never been more important in today's society.

Equity-based practices are actions taken by an organization to actively address barriers for historically underrepresented and marginalized groups.

This Hub Insights report provides you with some guidance and highlights resources for those TRSM students who identify as Black, Indigenous, and People of Colour (BIPOC).

We have listed tools and information that Toronto Metropolitan University (TorontoMet) and external organizations are using to create an inclusive culture where students can connect, feel a sense of belonging, and celebrate their unique backgrounds, skills, and characteristics.

Our Commitment to Equity, Diversity and Inclusion

TorontoMet takes pride in our student and staff diversity and as an institution, and we prioritize inclusivity through various aspects of our operations, including teaching, learning, research, and administration. We are committed to supporting our students and the following is a list of unique services offered:

- ✦ **Culturally-sensitive student support** for First Nations, Inuit, Metis, and other Canadian Indigenous students
- ✦ **Coaching, advice, and consultation** to address human rights concerns and investigate and resolve complaints through alternative means.
- ✦ **Educational programming** such as community events and workshops are offered to engage with topics related to equity, diversity, and inclusion
- ✦ **Educational training** opportunities that aim to increase understanding of the principles of equity, diversity, and inclusion.



Diversity and Inclusion Programs at TorontoMet

One of the key ingredients in promoting cultural diversity and awareness at the University is to make tolerance and inclusion a priority.

TorontoMet is dedicated to removing barriers to employment with one or more equity-seeking groups including racialized, Indigenous, 2SLGBTQ students, women, and students with a visible and/or invisible disability.

Below are a few of our equity, diversity, and inclusion (EDI) programs for students who identify from one or more of the equity-seeking groups highlighted above:

- **Black Student Lounge**: TorontoMet has established a designated area on campus known as the *Black Student Lounge*, which is exclusively reserved for Black students. This space serves as a hub for academic studies, leisure, community-building activities, and resource access.
- **Race Forward**: *Race Forward* is a career preparation program that provides a space for TorontoMet Black undergraduate students. Through this program, students will have the opportunity to attend networking events, mentorship, and leadership development to help Black students launch their careers with Black business professionals.
- **Peer Support for Indigenous Students**: The *Peer Support* team provides resources about educational, social, and cultural events. All Aboriginal, Métis, and Inuit students are welcome to participate in the program.
- **BIPOC Student Collective**: The *BIPOC Students' Collective* opposes all forms of racism and works towards community wellness for students at TorontoMet.
- **Tri-Mentoring for BIPOC Students**: The *Tri-Mentoring Program (TMP)* provides BIPOC mentees the opportunity to explore their academic and career goals from mentors who identify as Black, Indigenous, and people of colour.

To view other equity, diversity and inclusion programs and supports for students, [click here](#)



Get Involved with a Student Group!



Black Business Students' Association

Launched in 2020, BBSA works to educate, uplift, and empower all Black students with the tools to become future change-makers, by bridging them to the business community through community events and initiatives.



Ted Rogers Indigenous in Business

The *Ted Rogers Indigenous in Business* group aims to serve as an outlet for indigenous students by creating more visibility and awareness around 'Truth and Reconciliation' and by committing to meaningful partnerships. The group is passionate about Indigenous entrepreneurship and Indigenomics.

Be Aware of Canada's Best Diversity Employers

Canada's Best Diversity Employers in 2022 are making the investment to build more diverse, equitable and inclusive organizations.

"Ignited by an increased awareness of injustices, these organizations are driving positive change with formalized policies, action plans and a multitude of innovative initiatives that are pushing best practices to new levels" [Diversity Institute Report, 2022]

Employers Recognized by Canada's Best Diversity Employers in 2022

To view the complete and current list of Canada's Best Diversity Employers, [click here](#)

- Canada Revenue Agency / CRA
- Loblaw Companies Limited
- IBM Canada Ltd.
- TD Bank Group
- TELUS Communications Inc.
- Toronto Transit Commission (TTC)

Employers Who Identify Inequities at the Root In Order to Create Change

- RBC's Commitment to BIPOC
- Telus Diversity and Inclusion
- Hudson Bay New Emerging Fund to Foster BIPOC Designers
- KPMG

Scholarships & Awards at TorontoMet

If you are Black, Indigenous, or a Person of Colour (BIPOC), there are several new scholarships that have been created in the past 2+ years that are NOW available for you! To help you start your scholarship process, below is a list of internal and external top scholarships for BIPOC students.



Toronto
Metropolitan
University

Award Spring: Looking for scholarship opportunities for BIPOC students? The Student Awards and Scholarships office aims to help TMU students with the application process.

SCHOLARSHIPS & FUNDING

Black Student Network Scholarships and Funding: These awards recognize Black excellence and offer financial aid to help offset post-secondary monetary burdens.



Frank H. Hori Award for Aboriginal Students: This award assists with the financial needs of indigenous students who have demonstrated hard-work, a connection to their community, and dedication in their academic achievements.



DiVERSITY
INSTITUTE

Diversity Institute: Provides BIPOC communities with up-to-date resources to relevant community organizations and social services.

TRSM's 'Anti-Black Racism Awareness' Bursary Recipient



Human Resources
Management Student

TEREL LESLIE



“As a young Black student of immigrant parents, the scholarship alleviated several stressors and allowed me to focus on my academics and extra-curricular activities to build on my skills”.

Terel Leslie is a Business Management student at the Ted Rogers School of Management pursuing a Human Resources Degree. In 2021, he was the 1st recipient of the TRSM Anti Black Racism Awareness Entrance Scholarship. He has just accepted an internship at Deloitte this Summer.

Want to Learn More for Free?

[Ted Rogers Pride Alliance](#)



The *Ted Rogers Pride Alliance* is a student-led group aimed at promoting the empowerment of every student by acknowledging and rejoicing in their distinctive strengths.

[Micropedia of Microaggressions](#)



The *Micropedia of Microaggressions* is an interactive resource that allows students to gain knowledge about different types of microaggressions and how to stop engaging in behaviours that contribute to them.

[Centre for Women & Trans People](#)



The *Centre for Women and Trans People* offers a secure platform for women and individuals who identify as trans to organize and engage in discussions surrounding a wide range of topics, including gender empowerment, sexuality, and much more.

Visit the Business Career Hub

Employer Events

The BCH hosts several employer events to prepare you for your professional career. Refer to your weekly 'BCH Careers Newsletter' for a list of upcoming events.

Bootcamps/Prep Programs

Advance your technical and soft skills, earn digital badges, and gain an advantage in today's workforce through bootcamps. [Click here to register for current bootcamps.](#)

Coaching & Mock Interview

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



Career Consultant Contributor Alethia Davis-Hecker

Alethia is a Career Consultant and UWindsor Alumni with 6+ years of experience in the career services industry. She is the founder of SMILE (non-profit). She is passionate about encouraging students to live fruitful lives and aspire to greatness.



Student Contributor Bushra Mohamud

Bushra is a Co-op student in Marketing Management program.



Student Contributor Eman Ahmed

Eman is a Marketing Management student and is the Social Media Manager for the Black Business Student Association (BBSA).