MCRO
Muslim Communities Research Observatory

BRIEFING NOTE
NOVEMBER 2026

U of T's commitments vs. the MAP DWG's 57 recommendations

Comparing "Our Commitment to Address Anti-Muslim, Anti-Arab, and Anti-Palestinian Discrimination at the University of Toronto" (Nov. 12, 2026) with the Working Group's recommendations

Bottom line

U of T's commitments touch roughly **14 of the 57** recommendations, almost always in a weaker form. Only one is fully delivered as written: the Palestine library research guide (Rec 53a). About **43** recommendations get no corresponding commitment at all. Four of the 14 are only items U of T says it will "consider" after more consultation, not firm commitments.

Where U of T's commitments line up with the recommendations

U of T commitment	Rec(s)	What's missing
Prayer space: new space in the Bahen Centre; Muslim and multi-faith spaces on all three campuses; chaplaincy coverage refreshed	43	The Working Group asked for a dedicated budget for upkeep of these spaces and for Centres for Muslim Life in the 10-year real estate plan. Neither is committed.
New discrimination policy and new Office of Human Rights, Equity & Inclusion, with simpler complaint pathways	16b, 21b, 26, 54a–b	No tracking or annual public reporting of anti-Muslim, anti-Arab and anti-Palestinian complaints. No reporting on who complainants and respondents are. Nothing on fairness in complaints processes about speech.
Web resource (released September 2026)	4, 17	Rec 4 asked for a review every five years with internal advisory groups; nothing is committed. Rec 17 asked that the guidance say Muslim, Arab and Palestinian symbols (e.g., keffiyehs, the call to prayer) are not presumptively threats; the statement doesn't say whether that's included.
Training: an e-module for staff and faculty, and one information session for the Governing Council	6, 32b	Rec 6 asked for mandatory, recurring training for managers and academic administrators, with compliance reporting. Rec 32b asked that Governing Council members complete training before their term starts. U of T offers an optional module and a single session.

U of T commitment	Rec(s)	What's missing
Muslim Community Advisory Council (advice from outside organizations such as NCCM)	7 (3 not addressed)	Rec 7 asked the President and Provost to create a formal Muslim, Arab and Palestinian council that includes alumni. U of T's version is Muslim-only, dropping Arab and Palestinian communities, and informal, with no set mandate. Rec 3's campus and faculty advisory groups are not addressed.
Library initiatives: Palestine research guide by year-end; Fisher Library events on its Islamic collections; Middle East and Islamic Studies librarian's title updated	53	The research guide meets Rec 53a. Rec 53b asked for exhibits developed with the Institute of Islamic Studies and a Centre for Palestine Studies; only Islamic collections are highlighted. Rec 53c asked for a new Islamic Studies librarian position, not a retitled existing one.
Student supports: Advancement will "work to secure" more money for students in need, including those affected by global conflicts	44, 48b–c, 55a–b	The Working Group asked for dedicated funds to support new academic priorities addressing Muslims, Arabs, Palestinians; entry scholarships; fully funded Palestinian students and scholars at risk; and a fundraising campaign. U of T commits to no fund, amount or program. On visas, U of T calls the issue "outside the University's control"; Rec 48d asked it to advocate with Immigration, Refugees and Citizenship Canada.
Academic investments: "continued support" for scholarship, including on Palestinian history and culture	15, 50c–d, 51	No mention of the proposed Centre for Palestine Studies at UTSC, the $1M start-up fund, expanding the Institute of Islamic Studies, or language instruction.
To be considered: a campus climate survey	2	Closely matches the recommendation, but not committed.
To be considered: more bidets and ablution facilities; safety-abroad training; awareness of online harassment resources	43, 12e, 13c–d	All partial and not committed. Rec 13 also asked U of T to pay for scrubbing personal information from data brokers, cybersecurity advice and legal help for people who were harassed online, and support for doxed alumni. None of that is included.

Recommendations with no corresponding commitment

- **Data:** breaking out Arab and Palestinian identities in the equity census and employee survey (Rec 1).
- **Naming anti-Palestinian discrimination** wherever forms of discrimination are listed (Rec 5).
- **Policing and safety:** reviewing risk assessments for bias (16a), Campus Safety guidance on flyering (18), protest training (19), free speech FAQs (20), protest and postering rules (29–30).
- **Academic freedom and speech:** mandatory administrator training (14, 24d, 33), guidance on "call-in" conversations and complaints (24–25), social media as extramural academic freedom (28), cancelling events after complaints (35).
- **Institutional neutrality:** revising the April 2024 memo on institutional statements and rejecting the Kalven Report (23). This is directly at odds with U of T's stated position on institutional restraint.
- **Research and international partnerships:** sanctions and payment barriers to research (10), military personnel as instructors (11), human rights reviews of partnerships (12a–d), condemning doxing platforms (13a).
- **Hospitals and other partners:** best-practice guides and training for affiliated hospitals, procedural fairness in professionalism complaints, renegotiating affiliation terms, the practicum rule, and a volunteer code (36–42). U of T says these fall outside its jurisdiction.
- **Student organizations:** the student union democracy policy, the student-society dispute body, and the graduate students' union (UTGSU) and its BDS caucus (45–46).
- **Divestment and Gaza:** human rights reporting by the university's asset manager, prohibited investments, rebuilding Gaza's educational institutions, and partnerships with Palestinian universities (47, 48a, e–f).
- **Staff, recruitment and inclusion:** Muslim, Arab and Palestinian representation in senior leadership, staff affinity groups, domestic recruitment, orientation, curriculum review, and culturally attuned mental health care (54c–f, 55).
- **Other:** growing the Muslims in Canada Archives (50a–b), Hindutva and Islamophobia research at UTM (52), OISE workshops on primary and secondary school curriculum (56), and communications (57).

How U of T frames the gap

The university gives four reasons for not accepting the recommendations "as written":

- some conflict with collective agreements and academic freedom (likely the mandatory training items);
- some fall outside its jurisdiction (the hospitals, school boards and government advocacy);
- some are incompatible with its position on institutional restraint (Rec 23, and arguably divestment);
- the report has too much commentary on events abroad.

Even so, most recommendations missing from its list are ones those reasons don't obviously cover. Examples are census data (1), naming anti-Palestinian discrimination (5), Campus Safety guidance (18–19), library and archive investments (50, 53c) and staff equity measures (54).

ABOUT MCRO

The Muslim Communities Research Observatory is an independent research observatory. We collect and synthesize rigorous research on Muslim communities, turn it into policy briefs, dashboards and toolkits, and help leaders and organizations put that evidence to work. Contact: admin@mcro.ca