Becoming an Increasingly Equitable, Diverse, Inclusive and Just Campus - DRAFT

The specifics identified below are derived from the strategic planning consultation process. They may in some cases be more detailed than what can be included in the institutional plan and are provided here to provide greater clarity and context about intended directions, some of which will unfold through cascading strategic plans. Some key areas of focus will be included in the final draft.
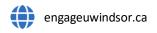
Establishing and implementing an EDI strategic plan with annual reporting on metrics, and reflecting a commitment to responding to equity issues across all campus communities

Fostering inclusive learning and knowledge creation environments
- Support the development of credit and non-credit courses and programs focused on equity, diversity, and inclusion; cross-cultural competence; and the history, lived experience, and perspectives of people from diverse and historically marginalized communities, as well as efforts to decolonize existing curricula

- Continue the process of establishing and supporting the Black Scholars Hiring Initiative and the Black Studies Institute

- Ensure the institution explicitly recognizes and increasingly engages with inclusive definitions of research, scholarship, and creative activity, acknowledging and valuing diverse methodologies, approaches, and knowledge traditions

- Proactively support the growth and development of researchers from historically marginalized communities and explicitly recognize the various forms of knowledge mobilization and translation that are considered meritorious in the varied forms research, scholarship, and creative activity

- Pursue institutional engagement with the Dimensions Charter and the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education

Creating and promoting programming that enables all members of the campus community to develop greater knowledge of equity, diversity and inclusion, the skills necessary to work and learn together in a diverse world, and the awareness that change is everyone's responsibility
- Extend opportunities for students, faculty, and staff to develop skills that will enable effective and respectful interactions with people across cultures

- Extend coherent, systematic training and educational opportunities for members of the campus community, focused on anti-racism; anti-oppression; and equity, diversity and inclusion. This

should include broad-based training opportunities for all members of campus, as well as focused programming for managers, senior leaders, the board of governors and those with roles that strongly impact the student experience.

- Create mechanisms that recognize and support the labour, advocacy and leadership of students and employees from racialized and historically marginalized communities in supporting others in their communities and in offering their expertise and commitment to the work of creating just, inclusive, and welcoming environments for work, research, learning, and community engagement

Employing an equity, diversity, and inclusion lens in planning, enhancing, and re-designing campus and student services
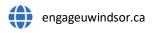
- Create and implement clear targets for ensuring an accessible physical and virtual campus, informed by the lived experience of people with disabilities on campus

- Expand student support services for students from historically marginalized communities and work towards strong equity, diversity and inclusion principles and approaches in re-designing existing services

- Establish a university advancement strategy to support inclusive leadership, experiential learning, and high-impact practice opportunities for students

- Foster safe, welcoming and inclusive learning, living, and research spaces on campus

- Assess services and experience of international students and enhance where necessary

Developing and implementing inclusive recruitment, hiring, and capacity building plans

- Explore and seek to establish hiring practices that result in the university intentionally recruiting with diversity in mind and provide training for those involved in hiring staff and faculty to advance that goal

- Establish and enhance an inclusive leadership development framework including training and mentorship opportunities, build engagement strategies, and report on outcomes

Building the mechanisms, policy context, and reporting structures necessary to ensure accountability and build trust

- Build and implement a diversity data reporting framework for students, faculty and staff that includes demographic information, identification of challenges, assessment of progress, and accountability for commitments, and establish annual public reporting. Create opportunities for people to enhance their ability to work with race-based data effectively and ethically.

- Establish racism misconduct policies, and safe, accessible, and effective complaint and feedback mechanisms regarding acts of racism and discrimination

- Complete the current institutional policy review and implement revisions that ensure an increasingly equitable, fair, and responsive campus environment, greater transparency and ease of use, and greater accountability