



# Working Group on Equity, Diversity and Inclusion: Information Session

**Lisa Ostiguy**, Special Advisor to the Provost on Campus Life,  
and Chair, Working Group on Equity, Diversity and Inclusion

**Monday, October 7, 2019**



# Working toward EDI

- **June 2018:** appointment of the new role of Special Advisor to the Provost on Campus Life. Facilitating a campus conversation on EDI was part of this new responsibility.
- **A 3-phase process:**



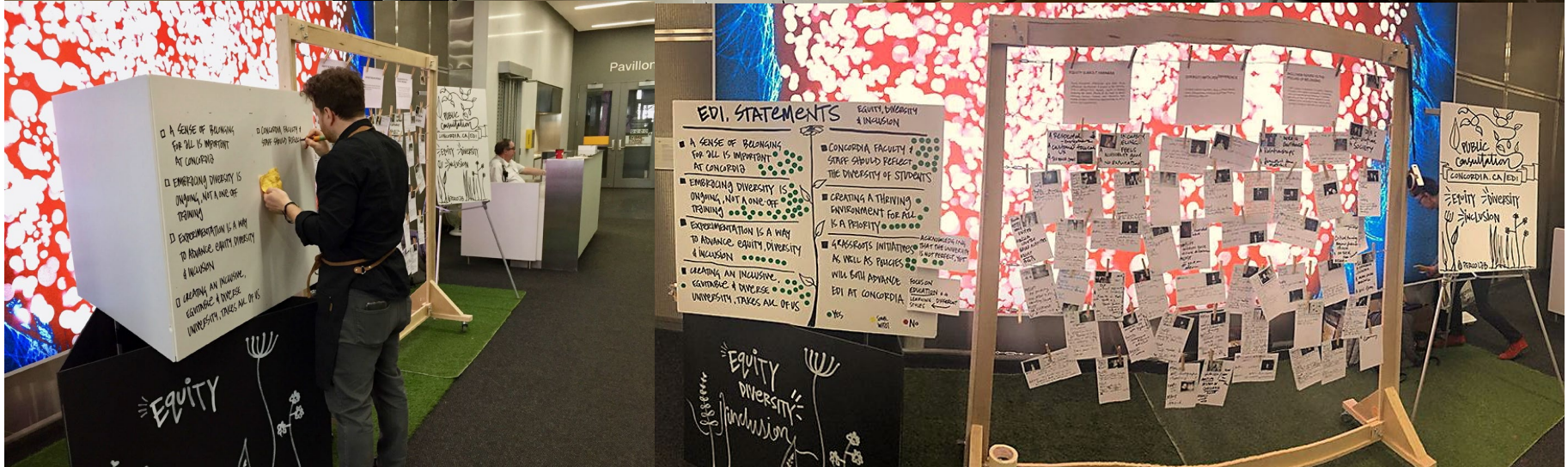
# Phase 1: Consultations (1/3)

- **Advisory Group on EDI:** cross-section of students, faculty and staff on a voluntary basis (open call for applications)
- **Mandate:** consult the Concordia University community about processes and existing practices, needs and suggestions, related to EDI.
- **Report** released on Sept 30, 2019 identifying 5 priorities areas:
  - Policy and Processes
  - Hiring
  - Training and Education
  - Leadership and University Responsibility
  - Campus Culture

# Phase 1: Consultations (2/3)

- 12 meetings between February and May 2019 to review feedback from a **creative and diverse consultative process**:
  - Scan of EDI practises in Canadian universities
  - Call for written submissions from any member of the Concordia community
  - Ethnographic observations of the Concordia community on both campuses
  - Group and individual interviews of Concordia stakeholders
  - Collecting “sense of belonging” stories from students in a conversation pod
  - Testing staff and faculty’s level of agreement with EDI statements
  - IDEAS Cafés on EDI on both campuses

# Phase 1: Consultations (3/3)



# Advisory Group on EDI report (1/5)

- **Policy and Processes:**

1. Identify a home for information on university policies that address EDI to create better access to the university.
2. Develop a communications plan to clearly explain processes and policies in place to address discrimination and harassment in the university.
3. Review policies that exist in the university related to EDI and identify gaps and updates necessary to address ongoing concerns. Accessibility has been identified as an area that specifically needs attention.
4. Create incentives and rewards to encourage units to build supportive EDI processes and practices in units across the university.

# Advisory Group on EDI report (2/5)

- **Hiring:**

1. Clearly communicate the ongoing work on addressing hiring (Canadian Research Chair, Office of the Provost, initiatives in HR) to make efforts clear across the university.
2. Develop a plan to increase anti-bias training and inclusive job posting to all sectors of the university (possibly creating a webinar or online unit that could be accessed by all hiring committees across the university).
3. Specifically address our lack of people of colour, people with disabilities and indigenous staff in our hiring processes.
4. Develop a plan to increase the diversity among staff to reflect the diversity among students.

# Advisory Group on EDI report (3/5)

- **Training and Education:**

1. Establish a working group to review the feasibility of principles of Universal Design for Learning being implemented across the university to address collective responsibility to support EDI in teaching and services at the university.
2. Organize and promote more Centre for Teaching and Learning workshops on inclusive and diverse teaching practices.
3. Offer greater options and access to training on understanding diversity for students, staff and faculty.
4. Develop specific training on conflict resolution and strategies to support individuals facing barriers, discrimination and harassment.



# Advisory Group on EDI report (4/5)

- **Leadership and University Responsibility:**

1. Formalize and allocate resources to support a structure or model that coordinates and promotes EDI across the university.
2. Collect better data and metrics on progress of EDI initiatives.
3. Communicate the importance of EDI in vision statements and statements of commitments.
4. Develop a formal governance structure that addresses Equity and Human Rights issues in a visible, coordinated way.

# Advisory Group on EDI report (5/5)

- **Campus Culture:**

1. Create opportunities at Concordia to celebrate our diversity, including communications to highlight stories from members of our community and holding diversity weeks and various events each academic year to learn more about our diverse campus.
2. Establish a working group with resources to support EDI initiatives at the university and specifically for groups that are marginalized and/or underrepresented.
3. Create opportunities to bring attention to the needs and issues of specific members of our community and to continue to engage members of the community in the discussions of priorities, including a plan for organized conversations over the academic year that are specifically related to concerns over processes related to supporting EDI.
4. Develop a university action plan to address EDI as part of all processes across all sectors at the university.

# Phase 2: Recommendations

- **Working Group on EDI:** cross-section of students, faculty and staff representative of the diverse areas of the university
- **Mandate:** address priorities from community consultations in Phase 1 and develop a strategy for advancing EDI in all aspects of life at Concordia, with the goal of coordinating and enhancing on-going initiatives.
- 9 meetings between September and December 2019 to review the recommendations from the Advisory Group and provide new opportunities to the Concordia community to give feedback:
  - A university-wide **EDI survey** – Oct 7 to Oct 20, 2019
  - A series of **EDI Conversations** – Oct 7 to Oct 11, 2019



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