

EDI Action Plan Progress Report Phase Two (2023-24)



Department of Equity and Inclusive Communities

Dear Colleagues,

This latest progress report on the EDI Action Plan highlights the efforts made to achieve equity, diversity and inclusion (EDI) at Carleton University. As we review our progress on the EDI Action Plan, we are heartened by the strides we have made together in implementing the Plan's priorities and strategic actions. Our collective dedication and efforts are making a tangible difference in fostering a more inclusive campus community.

Over the past year, the Carleton community has continued its commitment to fostering a campus environment that values and celebrates diversity. Through concerted efforts and collaborative initiatives across departments and Faculties, we continue to progress towards creating a more inclusive community.

As we continue to navigate challenges and opportunities in this journey, the dedication and innovation demonstrated by our community underscore our collective commitment to advancing EDI at Carleton.

Our journey, however, is far from complete. We urge all Faculties and departments to maintain this momentum at every opportunity. Together, we can create a university where everyone feels valued, empowered and a sense of belonging.

Thank you for your ongoing commitment.

Sincerely,

L. Pauline Rankin
Provost and Vice-President (Academic)

Noël Badiou
Associate Vice-President (Equity and Inclusive Communities)

Table of Contents

Strategic Action 1: Curriculum and Pedagogy	3
Strategic Action 3: Research.....	8
Strategic Action 5: Leadership and Development (Non-Academic)	13
Strategic Action 6: Leadership and Development (Academic)	14
Strategic Action 7: Disaggregated Demographic Data.....	15
Strategic Action 8: Representation and Outreach.....	16
Strategic Action 9: Culture	19
Strategic Action 10: EDI Planning, Infrastructure and Reporting	24
Next Steps	31

Strategic Action 1: Curriculum and Pedagogy

Carleton University is committed to enhancing the student experience and to creating a high-quality learning environment that fosters student success in the classroom and beyond. An integral component of this is recognizing that the experiences, backgrounds and understandings of our students are diverse and matter in how they engage and experience their time at Carleton. We also acknowledge that opportunities for innovative learning are missed when perspectives that expand or disrupt conventional understandings are left out or marginalized. In this light, this section seeks to advance ways to be welcoming and inclusive through our curricular and pedagogical choices.

MacOdrum Library

- The Library is responsive to purchase requests from students and faculty, ensuring that acquisitions align with curriculum changes and an increased focus on EDI. In addition, the Library actively seeks content related to EDI themes. Notable additions to the collections include the following databases: Disability in the Modern World; Queer Pasts; Indigenous Newspapers in North America; and Archives of Sexuality and Gender.
- World Children's Day is celebrated on Nov. 20 in recognition of the anniversary of the adoption of the UN Convention on the Rights of the Child. It is an annual day of action for children, by children. This year's theme is *For Every Child, Every Right*. The Library will be highlighting a collection of children's literature, which was developed in collaboration with Childhood and Youth Studies. It focuses on key themes of disability and childhood, Indigenous children and communities, 2SLGBTQIA+, race, sex, education and transnational childhood.
- The Library has introduced a *Cataloguing Code of Ethics* and strives to ensure the principles outlined in the Code are carried out for all resource descriptions (e.g., the application of inclusive subject headings and accessibility fields in MARC records). This work aims to avoid bias and support diversity and equity for access and discovery of the Library collections.
- The Library is collaborating with staff from the University of Ottawa to address problematic language and descriptions in catalogues. Testing is taking place on subject headings using a sample collection donated by Professor Emerita Ruth Phillips, Fellow of the Royal Society of Canada and co-founder of the Great Lakes Research Alliance for the Study of Aboriginal Arts and Cultures. Cataloguing staff are individually cataloguing items in this collection as a learning opportunity to integrate inclusive description practices into everyday workflows.
- The Library is updating specific problematic terminology used in bibliographic records. In particular, the Library of Congress subject heading "Indigenous Peoples" will replace the existing term "Indians of North America". This will be completed as new titles are acquired and as existing records are re-catalogued.
- The Library is a member of the National Indigenous Knowledge and Language Alliance (NIKLA), an association working to unify and amplify the voices of Indigenous Peoples (First Nations, Métis and Inuit) and nurture a community of practice related to Indigenous

knowledge, cultural memory, language and Indigenous ways of knowing as they relate to culture memory and heritage. They are participating in NIKLA's work to build an open, online platform that will enable a dynamic, multilingual set of terminologies applied to Indigenous Peoples, places, heritage, tradition, knowledge and cultures. These terminologies and vocabularies will replace outdated and inappropriate terminologies used currently in cultural memory sectors such as museums, libraries, archives centres and galleries.

Faculty of Arts and Social Sciences

The Institute of African Studies held a discussion on *Re-Storying African Studies Pedagogies: Exploring the Potential of Epistemic Decolonization to Nurture Black Agency*.

Faculty of Public and Global Affairs

- The Faculty of Public and Global Affairs (FPGA) disciplines are deeply concerned with the causes and effects of social inequalities. Instructors are encouraged to incorporate a diversity of topics, readings and pedagogical approaches within their courses on an ongoing basis. Integral to this process is a curriculum and programs review to incorporate Equity, Diversity, Inclusion and Decolonization (EDID). In addition, the Faculty has developed workshops for improved course design.

Many FPGA units have engaged in initiatives and activities during the 2023-2024 academic year, including:

- The Department of Political Science has held events on *Conducting Difficult Conversations in the Classroom* to better aid students' learning experiences.
- The Institute of Political Economy has stocked the Institute's library with literature that speaks to and reflects authorship and subject matter emanating from Black, Indigenous, racialized, immigrant, disabled and 2SLGBTQIA+ communities, while simultaneously ensuring that gender and gender identity, as well as authors from the Global South, are represented.
- The Institute of Criminology and Criminal Justice has designated a specific fund to develop a Collaborative Indigenous Learning Bundle.
- The School of Social Work has updated and renamed the *Decolonization, Reconciliation and Indigenization Committee* to the *Relational Resurgence Committee*. Additionally, they are working on an Indigenous (First Nations, Métis and Inuit) Identities form for Bachelor of Social Work admissions to better serve these students.
- The School of Journalism and Communication Permanent Working Group organized a half-day Trans and Non-Binary Inclusion workshop that explored matters of identity and the lived experiences of 2SLGBTQIA+ folks, a segment of which is on teaching pedagogy.
- Units completing cyclical program reviews are now asked to address decolonization, equity, diversity and inclusivity in their self-studies. From that process, several FPGA units have examined their curriculum to ensure EDI issues are incorporated. Altogether,

FPGA added five new courses to their curriculum, namely, Indigenous Politics in North America; Economic Policy and Indigenous Peoples; Indigenizing the Arctic; Gender, Race and International Relations; Race and the Law.

- The Communication and Media Studies Program has established a new 0.5-credit curriculum requirement for undergraduate degree programs to formalize competency in anti-oppressive frameworks and approaches and the School of Social Work is in the process to design and implement a community-based Indigenous Bachelor of Social Work Program.

Program-specific activities include:

- Arthur Kroeger College of Public Affairs:
 - Examined its curriculum to ensure EDI issues are incorporated into first-year classes.
 - Incorporated a positionality and power reflection in some core courses.
 - Coordinated with the Department of Political Science to make it possible for their students to take Indigenous Politics in North America, a special topics course on decolonization/inclusion in politics.
- Department of Economics:
 - Developing initiatives to make the program and courses more accessible to students from diverse backgrounds.
 - Added a new course called Economic Policy and Indigenous Peoples.
- Department of Law and Legal Studies:
 - Hired Research Assistants to conduct a curriculum survey to identify areas in need of updated content on Indigeneity and on race, racism or racialization.
 - Developed a workplan with the Undergraduate Curriculum Committee to Indigenize the curriculum.
 - Developed a third-year undergraduate course called *Race and the Law*.
- Institute of European, Russian and Eurasian Studies (EURUS):
 - Designed the *Indigenizing the Arctic* course packet through Brightspace.
- Department of Political Science:
 - Developed an EDI checklist for syllabi with 13 ideas for a more inclusive course design.
 - Created the *Why Integrate Equity, Diversity and Inclusion (EDI) into the Curriculum* annotated bibliography.
 - Added a new Indigenous Politics in North America course.
- School of Journalism and Communication:
 - Held workshops on equity-driven pedagogical frameworks and on course design and course descriptions to incorporate EDID.
 - Established a new 0.5-credit curriculum requirement for undergraduate degree programs to formalize a competency in anti-oppressive frameworks and approaches.
 - Updating and migrating a Brightspace page featuring anti-oppressive resources for teaching to make it more accessible to faculty and instructors.

- Institute of Criminology and Criminal Justice:
 - Conducted a survey on curriculum to identify areas to improve EDID.
- Institute of Political Economy:
 - Reviewed course syllabi to ensure readings draw on a diversity of topics and a diversity of readings from authors in equity-deserving communities and the Global South.
- Norman Paterson School of International Affairs:
 - Added a new Gender, Race and International Relations course.
- School of Social Work:
 - Designing and implementing a community-based Indigenous Bachelor of Social Work Program, which can be used as a framework for other community partners.
- School of Public Policy and Administration
 - Held an Indigenous Awareness Session to promote decolonization, Indigenization and conciliation.

Faculty of Science

- The Faculty of Science’s toolkit, *Science is for everyone: Integrating equity, diversity, and inclusion in teaching*, is a living document that is revised annually and used across the Faculty and beyond to address inequities in the classroom and in course contexts.
- Each unit in Science has agreed to revise their Unit Standards for Tenure and Promotion to integrate best practices in EDI for their field and discipline, including the adoption of inclusive teaching practices.
- The Nursing and Data Science programs that are being developed are actively taking decolonization, equity, diversity and inclusivity into consideration in their planning.

Sprott School of Business

- Faculty have demonstrated their commitment to inclusive course development and classroom practices through participation in Sprott forums and university workshops. Led by Carleton’s EDI Learning Specialist, 66 per cent of Sprott faculty members have engaged in workshops; eight per cent of faculty members have engaged in individual consultations since 2021.

Program learning goals and objectives dedicated to advancing EDI include:

- Bachelor of Commerce: BC1 Knowledge – (1.2) Graduates will demonstrate knowledge of EDI practices within the context of the globalized business environment; BC2 Collaboration – Graduates will be collaborative and effective contributors in team environments that respect the experience, expertise and interest of all members; BC3 Critical Thinking – Graduates will be discerning critical thinkers, able to discuss different viewpoints, challenge biases and assumptions and draw conclusions based on analysis and evaluation.
- Bachelor of International Business: BI1 Knowledge – (1.2) Graduates will demonstrate knowledge of EDI practices within the context of the globalized business environment;

BI2 Collaboration – Graduates will be collaborative and effective contributors in team environments that respect the experience, expertise and interest of all members; BI3 Critical Thinking – Graduates will be discerning critical thinkers, able to discuss different viewpoints, challenge biases and assumptions and draw conclusions based on analysis and evaluation; B15 Global Awareness – (5.2) Graduates will demonstrate an understanding of their intercultural competencies as they apply to business interactions.

- Master of Business Administration: MB5 Global Awareness – (5.3) Graduates will demonstrate an understanding of their intercultural competencies as they apply to business interactions; MB6 Ethics and Responsible Leadership – (6.3) Graduates will apply principles of EDI when developing new ideas or addressing business issues.
- Employability Passport (Four-year career development program and graduation requirement for the Bachelor of Commerce and Bachelor of International Business): Global Perspectives Badge (Required in BUSI 2995 and BUSI 4995). Students are assigned to either attend or observe a cultural event/seminar that they consider to be outside of their own or attend or observe an event/seminar that celebrates or discusses issues pertinent to equity-deserving groups and communities and to respond to a series of reflection questions to develop greater understanding of the experiences of people belonging to other cultures and/or equity-deserving groups.

Strategic Action 3: Research

Carleton University is committed to supporting, funding and disseminating research that advances Equity, Diversity and Inclusion. Such a commitment requires us to recognize that research excellence demands time, resource opportunities and an enabling environment. We also acknowledge that EDI-informed research stretches the boundaries of knowledge and opens new pathways to discovery regardless of the field of inquiry. In particular, Carleton recognizes the opportunities within our research landscape to address gaps relating to issues of racialization and racial inequality across disciplines.

Faculty of Arts and Social Sciences

The Institute of African Studies held EDID-related academic events, including:

- Ruling Emancipated Slaves and Indigenous Subjects
- Reuniting Black LGBTQ+ People and African-Centered Thought: A Talk with Prof. Michele K. Lewis – In Conversation with Prof. Adrian Harewood
- Convening Black Intimacy: Christianity, Gender, and Tradition in Early Twentieth-Century South Africa
- Epistemic Justice and the Postcolonial University

Faculty of Engineering and Design

The Faculty of Engineering and Design held a panel discussion on how to foster an inclusive and equitable research environment with speakers from different units within the Faculty. The event was open to everyone and addressed how to incorporate EDI principles in day-to-day lab operations, foster an inclusive lab culture, overcome challenges in promoting EDI, build and maintain diverse teams and evaluate the success of EDI initiatives in research practice.

Faculty of Public and Global Affairs

While not explicitly interdisciplinary in nature in their efforts to promote EDID-related research, many FPGA units have been promoting student EDID scholarship and organizing events on EDID-related topics, which advance our understandings of EDI. Examples include:

FPGA held numerous EDID-related academic events, including:

- Department of Political Science:
 - Roundtable: Thinking About Research in Marginalized Communities with a Short-Annotated Bibliography “Marginalized Groups: Research Challenges, Dilemmas and Possibilities”
 - Public talk: Neither Free nor Slave: “Stranded” Migrant Domestic Workers, the Employment Agency and Reproductive Labor under Capitalism
 - Republicanism and Imperialism at the Frontier: International Relations Post-Black Lives Matter, with Robbie Shilliam as speaker (Professor and Chair, Department of Political Science, John Hopkins)

- Norman Paterson School of International Affairs:
 - Talking Freely—A Chinese Canadian Conversation
 - Beyond Borders: Black History Month Perspectives from the Foreign Service
 - Celebrating International Women's Day with four women ambassadors/diplomats respectively from Canada, Türkiye, the Philippines and Honduras
- Institute of Criminology and Criminal Studies:
 - Questioning the Carceral: Prison Resistance and Indigenous Life
- Institute of European, Russian and Eurasian Studies:
 - Anti-Genderism in Today's Europe
 - Displacement from Russia's Invasion of Ukraine: Local Impacts, Canada's Role and Global Consequences
 - Conversation on Diversity (LGBTQ+) and Race in Ukraine
- School of Social Work:
 - Black History is Every Month: A Love Letter to the African, Caribbean and Black Community
 - Hosted an event with keynote speaker Kimberly Murray, Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools in Canada
 - Hosted a panel discussion with Residential School Survivors and Senator Mary Jane McCallum
 - Hosted the annual September 30 "Every Child Matters" event to bring awareness and dialogue to the student and faculty bodies
 - Held unveiling ceremony for the "Journey of the Baby Vamps" to honour the lives of the missing children from Indian Residential Schools. The Commemorative piece is permanently installed in Dunton Tower.
- Department of Law and Legal Studies:
 - A Conversation on the Calls to Action related to Justice for National Truth and Reconciliation Day featuring Willie Littlechild, former Commissioner of the Truth and Reconciliation Commission, as the guest speaker
 - Juristalks: Reflections on the Black Experience with Race, Crime and Criminal Justice in Canada with Akwasi Owusu-Bempah
 - Chet Mitchell Memorial Lecture: A Discussion on the Employment Equity Act Review Task Force Report featuring Adelle Blackett
 - Two Spirit, Trans, Non-Binary and Gender Nonconforming (2STNBGN) Access to Justice Symposium
 - Chet Mitchell Memorial Lecture: A Conversation about Law and Disability Justice with Michael Gottheil, Canada's First Accessibility Commissioner
 - Hosted a half-day workshop for graduate students, staff and faculty on Kinàmàgawin and the EDI Action Plan
- School of Public Policy and Administration:
 - Anti-Racism Symposium (centered on anti-racist knowledge mobilization and honours the lived experiences of Black, Indigenous and People of Colour)

Faculty of Science

Researchers in the Faculty of Science and the Faculty of Engineering and Design are collaborating to address EDI challenges in science, technology, engineering and mathematics (STEM) disciplines. The Faculty of Science also continues to host the ACE-EDI event series to foster interdisciplinary collaboration within the Faculty.

Sprott School of Business

- In 2022, the Sprott School of Business, in partnership with Dream Legacy Foundation, was awarded a \$5M investment in the Black Entrepreneurship Knowledge Hub (BEKH) from Innovation, Science and Economic Development Canada. One of the three pillars of the Government of Canada's Black Entrepreneurship Program, BEKH serves as a collaborative, co-generated and high-quality national data and knowledge platform that reflects the state of Black entrepreneurship in Canada. This large-scale endeavour is a critical contribution to Canada's greater acceptance, support and understanding of the challenges and gaps that Black entrepreneurs and the community face. Milestones include:
 - Established six regional hubs including:
 - North (University of Northern British Columbia)
 - West (Simon Fraser University)
 - Central (University of Alberta)
 - Ontario (Carleton University)
 - Quebec (Concordia University)
 - East (Saint Mary's University)
 - Hosted annual community-led symposiums for community engagement, ideation and knowledge sharing: Researching Black Entrepreneurship in Canada (2022), and Energizing and Advancing Black Entrepreneurship in Canada (2023).
 - In 2024, the national qualitative study was launched to provide a more nuanced understanding of the Black entrepreneurship community by employing evidence-based personas as a methodology and a national quantitative study that aims to create a detailed profile and portrait of Black entrepreneurship across Canada, ensuring regional representation and capturing diversity within the community.
 - Also in 2024, the Black entrepreneurship ecosystem map was launched. It is an interactive, community-built map to connect Black-owned businesses and community-members to services, funding and resources for Black entrepreneurs across Canada.
- The Centre for Research on Inclusion at Work (CRIW) continues to grow. Its focus is on conducting, supporting and sharing research that advances EDI at work. By bringing scholars together and connecting academia with the broader community, CRIW aims to advance knowledge and drive change towards more inclusive workplaces that welcome and support the participation of all people. The Centre promotes community engagement and research collaboration through seminars, writing retreats, conferences and community events such as the successful *Inclusion My Muse* art exhibition organized in

Fall 2023. The Centre also provides funding for research that advances EDI through grants for knowledge mobilization, collaborative research and graduate student research.

Research and International Division

- In November 2020, the Office of the Vice-President (Research and International) (OVPRI) provided \$50K in seed funding for the Racialized and Indigenous Faculty Alliance (RIFA), a cross-Faculty interdisciplinary research initiative.
- Seed funding from the Faculty of Science and Faculty of Engineering and OVPRI was invested in a multidisciplinary collaboration to support EDI in STEM. This initiative has progressed, and two large-scale externally sponsored research grants are currently being supported in this area.
- EDI-informed practices in OVPRI:
 - Canada Research Chair Recruitment: In collaboration with the Office of the Provost and Vice-President (Academic), an invitation that includes detailed instructions has been sent to all CRC positions to provide additional information on special circumstances and career interruptions so that all candidates are aware they can provide this information and how to limit disclosing personal information as part of it.
 - Prize Selection Processes: A pilot process was launched to solicit and select nominations for the SSHRC Impact Awards to explicitly invite and encourage suggestions from underrepresented groups. Given the success, a similar process will be implemented for other honours and distinctions.
 - EDI in Research Information Sessions: OVPRI held an EDI-focused information session for Canada Foundation for Innovation's Innovation Fund program and have integrated EDI expertise from the Department of Equity and Inclusive Communities and the Office of the Associate Vice-President, Indigenous Research, Teaching and Learning. This complements other EDI in Research sessions, such as the *NSERC Discovery Grants: Writing EDI Sections* workshop organized by the Faculties of Science and Engineering and Design.
 - Internal Grant Applications: In addition to crediting leaves, there are now dedicated sections for special circumstances in the application itself rather than as a section in the CV to ensure committee members see and consider these circumstances.
- With the co-operation and support of the Office of Research Ethics, Carleton's Anako Indigenous Research Institute has established an Indigenous Research Ethics Board (IREB) to ensure research involving Indigenous Peoples and communities is conducted respectfully and the benefits of research are shared fairly with affected communities. Further, the IREB will promote respect for Indigenous culture, traditions, interests and ways of knowing, ensuring Indigenous communities' research priorities are reflected in Carleton studies and that Ownership, Control, Access and Possession (OCAP) principles are respected.

Department of University Advancement

- In 2023/2024, established two new EDI awards.
- Prof. Nana aba Duncan established the Black, Indigenous and Racialized Students Fund at the Mary Ann Shadd Cary Centre for Journalism and Belonging. The purpose of this fund is to support the activities of Black, Indigenous and racialized students. Students will work with Prof. Duncan to launch the Centre and assist in managing its research projects.

Strategic Action 5: Leadership and Development (Non-Academic)

Carleton commits to ensuring EDI elements are valued and integrated throughout its leadership programming as well as in its processes of recruitment, retention, appointment and promotion.

Finance and Administration

- Leaders in the Finance and Administration division have completed the Kinàmàgawin Indigenous Learning Certificate and staff across the division are encouraged to complete the training.
- Facilities Management and Planning has engaged EIC in training for staff in the values and expectations around EDI.
- Facilities Management and Planning is investigating opportunities to hire a consultant to further develop training programs which will be directly related to staff development and hiring practices.
- Facilities Management and Planning will create and implement a system that will encourage feedback and suggestions related to EDI and will partner with EIC to reach out to different campus populations to better understand their needs.

Strategic Action 6: Leadership and Development (Academic)

Carleton commits to ensuring EDI elements are valued and integrated throughout its leadership programming as well as in its processes of recruitment, retention, appointment and promotion.

Faculty of Engineering and Design

FED appointed an inaugural Associate Dean of EDI, who will serve a three-year term and oversee the implementation of the EDI Action Plan and the EDI Council.

Research and International Division

- For the third year in a row, the Canada Research Chairs (CRC) Program EDI stipend was applied to support projects that address systemic barriers identified within Carleton's CRC program and serve the University as a whole.
- A \$50,000 Canada Research Chair EDI stipend was granted to the Department of Equity and Inclusive Communities to produce the *Equitable and Inclusive Hiring Practices* online module for hiring committees. This responds directly to a systemic barrier identified in the CRC EDI Action Plan and reported to EIC by members of hiring committees across the University. The module will be accessible through Brightspace, making it easily accessible to all in Fall 2024.

Strategic Action 7: Disaggregated Demographic Data

“Good data leads to good decisions,” remarked The Honorable Navdeep Bains, Minister of Science, Innovation and Industry during Carleton University’s 2nd Annual Inclusion Week. In order to understand the representation, experiences and perspectives of employees and students needed to inform the design of equitable and inclusive services, build supports and enhance outcomes, Carleton will collect disaggregated demographic data.

Department of Equity and Inclusive Communities and the Office of Institutional Research and Planning

In October 2023, after extensive community-wide consultation, the *Carleton University Self-Identification Survey* was officially launched and has since been collecting disaggregated data. EIC has created an accessible feedback survey to gather continuous feedback on the experience and content of the survey. Promotion through various forms across campus continue.

As part of this process, the *Carleton University Self-Identification Survey Data Usage Protocol* was developed to safeguard this important and highly sensitive information disclosed to the University acknowledging the assurances made to survey participants that data would be kept confidential, while committing to using the information to inform equity initiatives in support of Carleton’s EDI Action Plan. EIC and OIRP will collaborate to analyze and report on the data.

Strategic Action 8: Representation and Outreach

Attention to EDI in the form of equitable and inclusive representation throughout Carleton University, its students, staff, and instructors, heightens student success and enhances a sense of belonging and community. But this effort does not stop at the borders of our campus and requires the university to actively reach out to the broader communities to support change, to learn and to dismantle structural underrepresentation.

MacOdrum Library

Together with eight Ontario university libraries, the Library co-hosted the Association of Research Libraries' Inclusion, Diversity, Equity and Accessibility in Libraries and Archives (IDEAL) Conference. The conference theme was Sustainable Resistance and Restoration in Global Communities.

Faculty of Engineering and Design

- FED recommitted to hosting its Women in Engineering and IT Program for a minimum of another three academic years. The program is for women students in engineering and IT and connects them with mentorship, networking, career development and peer connection opportunities. The program is backed by 21 industry and government professionals.
- FED continues to support the ELITE Program for Black youth in STEM, connecting Black students with career development and networking opportunities, in partnership with the University of Alberta.
- FED continues to support the IBET PhD Project, an initiative in collaboration with other engineering Faculties in Canada to increase the number of Indigenous and Black academics in STEM.
- FED hosts an annual Breakthrough Breakfast event, a chance to showcase Carleton's women graduate level researchers to industry and government partners and donors and celebrate the accomplishments of our community.
- FED continues to offer programming for equity-deserving youth and kids. This includes programming (e.g., events and workshops) for girls to learn about coding and engineering, Indigenous youth to learn about Indigenous and Local Knowledge, and Indigenous ways of knowing in STEM and Black youth to learn about the career possibilities in STEM.
- Every winter FED invites prospective women students to Carleton for a weekend of programming. The event is geared towards women in high school who have received an offer of admission to an engineering or IT program at Carleton.

Students and Enrolment Division

- EDI practices are considered in all aspects of the hiring process across the division, such as using inclusive language in job postings, having diverse hiring panels, as well as hiring staff and students who identify with different communities.

- The ACT to Employ program continues to support students with disabilities with their job search, as well as during their work-integrated learning opportunities. From May 2023 to April 2024, the ACT to Employ team has supported 279 placements in academic and service departments on campus, as well as in private enterprises and government departments within the community.
- Co-operative Education updated the Co-op Job Search materials to include the specific challenges of international students, students with disabilities and 2SLGBTQIA+ individuals in finding positions. Furthermore, two co-op events were held to address and provide resources for international students' barriers to employment.
- The Accessibility Institute is collaborating with the Canadian Council on Rehabilitation and Work to help inform the development of future accessibility standards and improve school-to-work transitions for graduates with disabilities.
- The David C. Onley Initiative is collaborating with all four post-secondary institutions in Ottawa and three institutions across Ontario, which are each piloting a comprehensive model for student services to improve employment skills and pathways for students with disabilities.
- The Undergraduate Recruitment Office invited the Centre for Indigenous Support and Community Engagement and the Equity Advisor from Student Affairs to participate in their annual recruitment training. In addition, all high school presentations during the undergraduate recruitment cycle start with a land acknowledgement. All staff in the Undergraduate Recruitment Office have received training on how to deliver a meaningful and respectful land acknowledgement.
- The Student Experience Office partnered with the Ottawa Community Housing Foundation and City of Ottawa through the Youth Futures Program. Through this partnership, a Post-Secondary Experience Day welcomed 35 high-school students from equity-deserving groups to Carleton to introduce them to the possibility of attending university. A high-school student was also hired for a summer placement to provide valuable work experience and facilitate a pathway for the student to attend post-secondary education after high school.

Research and International Division

The Carleton Office for Research Initiatives and Services (CORIS) incorporated a double-blind review of test materials into their hiring process.

Finance and Administration Division

- Facilities Management and Planning will liaise with facilities departments in peer institutions to benchmark their activities and gain further insights into programs or plans to further support EDI initiatives as they relate to facilities management.
- Procurement Services participated in the Social Procurement Working Group led by the Centre for Social Enterprise Development Ottawa. Two team members were certified as Social Procurement Professionals in 2023 by Buy Social Canada.

- The Campus Safety Engagement and Inclusion Officer (EIO) expanded participation and outreach with various student groups that support EDI awareness, including, but not limited to, CU Pride and Capital Pride; Residence Life International Women’s Day panel discussion; collaboration with Centre for Indigenous Support and Community Engagement and exploring student awareness about EIO programs.

Strategic Action 9: Culture

Strengthening our shared values and beliefs and learning to increasingly manifest these in our individual behaviours and institutional practices will grow the trust and sense of belonging so critical for success at the university. As we expand our ability to create environments free from discrimination and harassment, Carleton will build spaces of psychological safety, enabling all to fulfill their emotional, educational, and professional potential.

MacOdrum Library

- The Library Exhibits Committee curated several exhibits that explore different issues related to EDI.
 - *Baby Vamps* - To commemorate and honour each First Nation, Métis and Inuit child who never returned home from residential schools. Social Work PhD student Deborah Young launched a communal beading project inviting community, faculty, staff and students to join together to create beaded baby vamps for eventual display in the School of Social Work.
 - *Designing Dining* - This exhibit features stories about food, domestic space and memory from members of Anatolian communities living in Canada.
 - *Stigmatized (M)Others* - This exhibit features self-captured images from 14 sex workers across Canada, showcasing their daily lives navigating sex work, stigma and motherhood. These images aim to provide visual insight to broader audiences of the daily practices, routines and obstacles that these womxn face, and further, demystify cultural images and stereotypes that reproduce stigmas surrounding sex work and broader social inequalities. The exhibit showcases auto-photographic research conducted by Sociology PhD candidate Michelle Lesley Annett.
 - *Unissued Diplomas* - This exhibit commemorates the memory of Ukrainian students who will never graduate because their lives were taken by the Russian invasion. Organized by students for students, *Unissued Diplomas* reminds the world about the ongoing war in Ukraine and the price Ukrainians pay daily in their fight for freedom.
 - *Wellness Desk: How are you feeling about the new school year?* - This interactive display welcomes new and returning students.
 - *Confluency* - A Canada-South Africa coproduction, *Confluency* is an interactive and mobile art exhibit that seeks to address the growing global water crisis with the very marginalized populations who are the most impacted while collaboratively (re)framing water rights as an intersectional social justice issue.

- *Canada-Chile solidarity posters* - This poster exhibition produced in collaboration with the Embassy of Chile highlights examples of Canadian solidarity with Chile during a pivotal period in the country's history.
- In collaboration with the CUSA Book Arts Society, the Library hosted Douglass Day as part of the annual Black History Month celebration in February 2024. The event paid homage to Frederick Douglass, a formerly enslaved man who became a prominent activist, author and defender of freedom and women's rights. Students gathered to help transcribe his archival letters and celebrate his birthday.
- The Library regularly hosts therapy dogs as part of Carleton's Therapy Dog Program. In December 2023, they also welcomed Eliot the pig and Eclipse the rabbit, who provided stress relief and joy to students during exam season. While visiting the animals, students were also provided information about Library services and the Centre for Student Academic Support to assist them in their studies.

Faculty of Engineering and Design

- Every December, FED leads Carleton's commemoration for National Day of Remembrance and Action on Violence Against Women, which is a chance to remember, reflect and respond to gender based violence in our community.
- FED launched an EDI Request for Funding form to provide financial support to students, faculty and staff for EDI activities, such as conferences, events and programs. This year's supported activities included the National Engineers Conference and IEEE Women in Engineering networking events.

Students and Enrolment Division

- The Department of Recreation and Athletics established a Council with a mandate to review various EDI directives for implementation within the department.
- The Department of Recreation and Athletics created a reporting mechanism for student-athletes and staff in the form of an End of Year Environment Survey (temperature test) of racialized student-athletes and EDI-specific content has been added to the survey.
- The *Racism Equity, Diversity and Gender Equity Subcommittee* was created to work within the Department of Recreation and Athletics and provides a voice for student athletes to collaborate and share ideas.
- The Diversity in Sport Conference hosted coaches, administration and student leaders from Carleton and the Department of Recreation and Athletics.
- Staff from the Department of Recreation and Athletics participated in the Kinàmàgawin Learning Certificate. In addition, the Department offered additional training through the winter for part-time staff. The training was well-attended and provided another glimpse into how to continue to develop our inclusive spaces.
- The Department of Recreation and Athletics developed an Inclusion Speaker Series where presenters shared lived experiences on their journey in sports and the challenges

faced in relation to EDI. The events were attended by student athletes, staff and members of the Carleton and Ottawa Community.

- Ravens hosted the following speakers:
 - 2SLGBTQIA+ Activist Brock McGillis: The first openly gay men's professional hockey player and a leading activist in the 2SLGBTQIA+ space. His continuous work to shift the conversation around sports and the 2SLGBTQIA+ community earned him recognition as one of the Hockey News 100 most influential people in hockey for 2022 and 2023. Brock outlined tangible ways to create safe and comfortable spaces in the workplace, schools, sports teams and more.
 - Osvaldo Jeanty spoke about his time playing in Usport professionally in Europe and the experiences he faced as he transitioned to a professional career as a Black athlete. Jeanty discussed the challenges and experiences that shaped his journey and the role that Carleton and the community have played in his life. He is one of the all-time greats of the Carleton University Ravens men's basketball team and a member of the Ravens Hall of Fame.
 - Nadia Decoure became the second woman in the history of the Canadian Football League to earn a full-time coaching job when the REDBLACKS named her Offensive Quality Control Coach in 2023. A native of Paris, France, she had previously worked as a scout with the team, also serving as Offensive Assistant and Receivers Coach with the Carleton Ravens.
- EDI Orientation Information Session – A fulsome review is underway for the development of an EDI orientation for the Department of Recreation and Athletics.

Finance and Administration Division

- All Finance and Administration departments consider EDI practices and how best to incorporate learning opportunities, through training or other means, in their staff development plans.
- As part of the Finance and Administration's dedication to continuous improvement, all employees are encouraged to complete staff surveys to provide their insights into the work environment.
- Campus Safety Services and Facilities Management and Planning will continue to support the university community to ensure that the campus is free of any offensive activities and/or materials, such as graffiti or posters.
- Information Technology Services will evaluate and implement (where feasible) personal pronoun and chosen name in our IT systems.
- Facilities Management and Planning will update its mission to include and reflect the Strategic Integrated Plan and EDI initiatives to ensure that activities and operations reflect these values and principles (e.g., standards of behaviour for on-campus contractors for inclusion and equity).
- In collaboration with the EIC, Campus Safety Services, Facilities Management and Planning and the Department of Human Resources are working to develop a framework for recruitment and retention to align with university practices.

- Facilities Management and Planning will also develop a plan to increase the representation of Indigenous, Racialized, Women, Differently enabled, and 2SLGBTQIA+ persons in the workplace.

Department of University Communications

- DUC staff have participated in various EDI training programs to support development, including: Accessibility in Higher Education; Anti-Indigenous Racism in Canada; Carleton University Safer Spaces Program (2SLGBTQIA+); Cross-Cultural Competence Training; Indigenous Cultural Awareness Workshop; Indigenous Student Experiences and the Centre for Indigenous Support and Community Engagement; Institutional Anti-Indigenous Racism and Education; Kinàmàgawin Indigenous Learning Certificate; Practicing Allyship and Righting Relations; Student Support Certificate; Trans and Gender Diverse Inclusion; and Website Accessibility. DUC will continue to seek internal and external learning opportunities.
- DUC strives to apply an equity lens to all assets produced. Throughout 2023-24, DUC has actively engaged in marking significant dates and campaigns through various platforms including webpages, social media and media outreach.
- Campaigns and dates of significance that the University has marked include: 16 Days of Activism to End Violence against Women and Girls, Asian Heritage Month, Black History Month, Capital Pride, Emancipation Day, Holocaust Remembrance Day (Yom HaShoah), Human Rights Day, Indigenous Veterans Day, International Day Against Homophobia, International Day for People of African Descent, International Day for the Elimination of Racial Discrimination, International Day to Combat Islamophobia, International Holocaust Remembrance Day, International Transgender Day of Visibility, International Women's Day, National Day of Remembrance and Action on Violence Against Women, National Day of Remembrance of the Québec City Mosque Attack and Action Against Islamophobia, National Indigenous History Month, National Indigenous Peoples Day, Orange Shirt Day and Pride Month.

Strategic Action 10: EDI Planning, Infrastructure and Reporting

To fulfill promises made to our community and ensure our ambitious and critical plans are implemented, Carleton recognizes the need for human and financial resources, the assignment of accountabilities and regular reporting from all faculties and VP portfolios to measure progress. Each Faculty and VP portfolio will be invited to design and implement individual EDI Area Action Plans that reflect area circumstances. In the final years, Carleton will assess our institutional successes and opportunities through an Employment Systems and Culture Review.

Faculty of Arts and Social Sciences

- The Faculty of Arts and Social Sciences (FASS) is committed to developing and implementing an EDI Action Plan that is substantive, comprehensive and fully in line with current debates and theoretical emphases in this field, which is fully and productively aligned with Carleton's broader strengths and challenges in this area, and which reflects a clear sense of the needs of our students, faculty and staff.
- FASS is recruiting for a CRC appointment in Disability Social Justice. This role will bring a strong research background to these issues and support the development of a FASS EDI Action Plan.

Faculty of Engineering and Design

- FED published its 2023-2026 EDI Action Plan with eight broad categories: Curriculum and pedagogy; student supports; research; non-academic and academic leadership development; disaggregated demographic data collection; representation and outreach; culture; and EDI planning, infrastructure and reporting.

Faculty of Public and Global Affairs

- At the Faculty level, the Dean of FGPA has continued her commitment to funding the full-time Associate Dean, Equity and Inclusion position, appointing Dr. Yanling Wang to a three-year term. In addition, the Manager, Administration and Operations works closely with the Associate Dean and unit heads within FPGA on issues related to EDID. The Manager is involved with all staff recruitment and selection processes, ensuring that inclusive hiring best practices are followed throughout the process.
- FPGA has been making ongoing efforts to incorporate EDID in its core functions and services. EDID emerged as a major theme in FPGA's strategic plan for 2024 to 2029, which sets the next stage for EDID planning, infrastructure building and reporting. Specifically:
 - The Justice, Equity, Diversity and Inclusion (JEDI) Working Group, with one representative from each unit, convenes meetings regularly during the academic year to disseminate EDID best practices across units and to advise on policy and programming. JEDI is also tasked to develop an EDID fact sheet to promote its benefits across FPGA.

- Developed a “Unit Tenure and Promotion Review: Seeking Equity in Tenure & Promotion—A Review of FPGA Unit Standards” report. Units are encouraged to reflect EDID in reviewing their tenure and promotion standards.
- Designated an EDI fund that supports EDID initiatives and activities, including teaching, research and student classroom learning experiences.
- Established an EDI Excellence Award in 2023 that recognizes significant contributions by an individual or group of faculty, staff and students towards EDID.
- Held a Spring EDID retreat that formulated the Faculty’s EDI Action Plan to identify and implement EDID priority areas for the next five years set by its Strategic Plan.
- Working to develop an Accessible Event Tool Kit and explore options for gender-inclusive bathrooms in Richcraft Hall.
- In November 2023, the Dean’s Office launched the Inclusive Campus Community Campaign to promote awareness, generate conversations and make inclusion on campus more visible. It features members of the Carleton community working on EDI, including EIC, the Centre for Indigenous Support and Community Engagement, the Student Experience Office, Carleton Trans Advocacy Group and Athletics. FPGA is in the process of building a selfie booth to be rotated at various locations on campus to encourage people to participate organically in this campaign, by taking selfies in support of 2SLGBTQIA+, using campaign hashtags and circulating them on social media.

At the unit level:

- Each unit within FPGA has established an EDI, anti-racism or social justice committee, or tasked other committees (Program Culture Committee in the case of the Communication and Media Studies Program) with responsibilities to make plans for the unit to incorporate and embrace EDID in their curriculum, program and culture.
- A few units have also established scholarships for equity-deserving students.
- The Master of Political Management program at the Arthur Kroeger College established 12 new entrance scholarships with EDI considerations and implemented ways to ensure that the student mentorship program incorporates EDI considerations when matching students and mentors.
- Migration and Diaspora Studies conducted a student survey in 2023 and as a result, developed an action plan to address EDID.
- Public Affairs and Policy Management established a scholarship for racialized students based on contributions to community and created a fellowship for community engagement.
- NPSIA launched an Indigenous Student Scholarship.
- The Department of Law and Legal Studies held an essay competition for undergraduate and graduate students writing papers on law and oppression. They started an Activist in Residence program (AiR Program), hosting a human rights activist in the Department of Law and Legal Studies each year.

- Additionally, a three-year LLS Transformation Scholarship was developed (two for undergraduate students and one for graduate students). These scholarships are for students who are Indigenous, Black or a member of a racialized group and are designed to recognize the important contributions of Indigenous, Black and racialized students to the project of law and transformation.

Faculty of Science

- Guided by Indigenous colleagues and students, members of the Faculty of Science developed a Science Indigenous Initiatives Plan which was launched in Fall 2023 and is currently being put into action. Activities have included adopting Collaborative Indigenous Learning Bundles and holding events, such as the ‘What do Indigenous Sciences look like?’ event.
- The Faculty of Science Strategic Integrated Plan contains several EDI-focused initiatives, including the Black and Indigenous Summer Research Internship (BISRI), which is being piloted and will offer paid research opportunities for Black and Indigenous science undergraduates. EDI student ambassadors have been established as part of the peer mentoring program in the Science Student Success Centre.

Sprott School of Business

- Sprott’s Associate Dean, Equity and Inclusive Communities, laid the foundation for continued initiatives leading to the incorporation of EDI in all Associate Dean portfolios for greater collaboration.
- The Sprott EDI Action Group, comprised of faculty, students and staff, identified opportunities to advance EDI within Sprott’s operations and community. The group is now focused on the development of an action plan to leverage these opportunities.
- There is now a requirement for faculty who are sitting on hiring committees to complete training on EDI.
- EDI perspectives, training and development have been incorporated for faculty and staff.
- EDI is emphasized throughout Sprott’s *Vision 2025: Business for a Better World* strategic plan.

Office of Graduate Studies

The Office of Graduate Studies is in the process of revising policies to better reflect the diverse interests and backgrounds of students moving forward with a revised vision for graduate studies that fully embeds and embraces EDI.

Students and Enrolment Division

- Strategic Initiatives (Students and Enrolment) continues to embed EDI within its social media strategy through @MyCarletonU by sharing EDI-specific resources on social media, such as the Indian Residential School Crisis Line and the Naseeha Muslim Youth Helpline. Additionally, they continue to amplify and support programs and events for

marginalized communities (such as Pride Festival and Orange Shirt Day). Further, the office ensures acknowledgement of all major holidays and dates of observance on its social media channels and ensures representation in photos shared on social media, websites and documents.

- Housing and Residence Life Services launched the Black Students Hub in Teraanga Commons. This new, vibrant hub aims to be a sanctuary where Black students can gather, connect and find support within a community that recognizes and celebrates their unique experiences and contributions.
- Housing and Residence Life commissioned two murals by local artist Jimmy Baptiste to celebrate the naming of Teraanga Commons. Baptiste is a regionally-based professional artist, curator and muralist who noted that the majority of his projects are related to his own identity. These murals, illustrating 'Teraanga', a Senegalese word from the Wolof language means sharedness, civility and honour where generosity of spirit is emphasized, and Afrofuturism, not only stand as a beacon of our campus's diversity and inclusivity but also as an ode to the richness of African culture and history.
- Health and Counselling Services (HCS) has hired a third counsellor for racialized students. In Fall 2023, a group session was held to build community and develop skills for racialized students within the residence community. HCS is planning to adapt this group session and offer it to the broader community.
- The Umoja Black Community Engagement Program, which seeks to address recruitment and retention through the academic, professional and personal empowerment of ACB students continues to be offered in consideration of student feedback on interests and needs for programming. Umoja offers programming for both current and prospective students to support recruitment and retention.
- The Student Experience Office continues to offer focused streams into the First Year Connections program and Community Connections program to encourage retention including an Afro-Caribbean and Black stream, Muslim stream and 2SLGBTQIA+ stream.
- The Student Experience Office partnered with 2SLGBTQIA+ students, staff and faculty to host the third Pride Festival at Carleton. Events throughout the week facilitated education on gender identity, sexual orientation and 2SLGBTQIA+ issues. Festivities included a ceremony to celebrate the revitalized Pride crosswalk, a panel discussion on intersecting identities and a drag show.
- Initiatives across the university are supporting trans, non-binary and gender non-conforming students, including plans to support washroom changes in Teraanga Commons, updating communications to reflect inclusivity by using chosen names and removing salutations, as well as capturing more holistic information in surveys and self-identification questions. In addition, 38% of events during Pride Festival were centered on trans, non-binary and gender non-conforming individuals.
- The Student Experience Office collaborated with students on various EDI initiatives, such as the Menstrual Product Program and the updated Pride Crosswalk.
- Student Systems Support worked with the Registrar's Office and Information Technology Services to introduce enhancements to the graduation application, allowing students to

provide the pronunciation of their names ahead of Convocation. The new application was released ahead of the June 2023 Convocation and helped to ensure that our graduates and guests felt welcomed and acknowledged.

- Recreation and Athletics created EDI-themed games for students, including a Pink Football game, Pride Night and a Let's Talk Mental Health Awareness weekend.
- The 2024 SOAR Student Leadership Conference featured a keynote from The Right Honourable Adrienne Clarkson who spoke about inclusion, belonging and women in leadership.
- Students and Enrolment continues to collaborate internally and externally to enhance EDI practices. External collaborations include advocacy work by Health and Counselling Services with the TELUS Collaborative Health Record to ensure systems are not perpetuating barriers and creating unsafe spaces. Internal collaborations include the Paul Menton Centre for Students with Disabilities, the Office of Graduate Studies, Associate Deans and the Accessibility Institute increasing support for graduate students with disabilities and their supervisors.
- Staff are encouraged to participate in EDI-related professional development and public education campaigns, such as the Kinàmàgawin Indigenous Learning Certificate and the EDI-concentration of the Student Support Certificate, which continues to offer five workshops in a range of EDI topics.
- In compliance with accessibility legislation for websites, units within the Students and Enrolment division have access to web accessibility best practices through Strategic Initiatives (Students and Enrolment).
- The Paul Menton Centre for Students with Disabilities examined BUSI 2800 course material from a disability perspective to redesign the course to be more inclusive.
- The Coordinated Accessibility Strategy team, in collaboration with Housing and Residence Life, Conference Services and the Paul Menton Centre for Students with Disabilities, is developing Carleton's first edition of the Accessible Events Guide.
- The Paul Menton Centre has worked with the Department of Recreation and Athletics to promote parasport activities and has also helped Recreation and Athletics to access funding to purchase lifts to assist people with mobility disabilities to get in and out of the pool as well as assistance in the change rooms.
- Scheduling and Examination Services has two exam centres for students with disabilities, totaling 106 seats for students to write, with a combination of adaptive furniture and assistive technology. Staff work closely with the Paul Menton Centre and EIC to ensure services and supports meet the needs of our diverse student population.
- The Accessibility Institute is continuing their collaboration with Facilities Management and Planning to retrofit 140 door opener buttons across campus with wireless door opener technology as part of the Key2Access Project.
- Audits and registration are complete for 22 buildings with 18 additional audits to complete by the end of the 2024-2025 academic year. The Rick Hansen Foundation has completed an update of the assessment to version four, adopting the revised CSA/ASC B651:23 National Standard of Canada.

- Relevant strategic actions from the EDI Action Plan are embedded in our *Helping Ravens Soar: Students and Enrolment Strategic Plan 2021-2026*. Implementation is accomplished through the Annual Operating Plan process as identified in *Helping Raven's Soar*. Through these unit-level plans, the broad strategic directions of the university, such as those outlined in the EDI Action Plan, are cascaded into concrete, actionable and measurable tasks. Objectives are reported on annually through a mid-year and year-end reporting process. Strategic Initiatives (Students and Enrolment) facilitates this annual process to fulfil our division's reporting requirements. We publish highlights of our Strategic Plan each year in our *Helping Raven's Soar* Annual Report.
- The Office of the Associate Vice-President (Student Health and Wellness), which leads the implementation of Carleton's Student Mental Health Framework, reports annually on actions and outcomes.
- Housing and Residence Life completed their own EDI Residence action plan in summer 2023, which includes key performance indicators and milestones.
- The Carleton Athletics Anti-Racism and EDI Strategy saw us challenge how we celebrate and/or acknowledge marginalized groups.
- The Department of Recreation and Athletics developed an inclusion statement:

Within these walls of Carleton University Athletics you are welcomed, accepted and respected as your full self. We resist challenge and interrupt systems of oppression that marginalize any individuals and communities based on social identities. We envision an inclusive vibrant community in which everyone creates, shares and enjoys resources and relationships equitable and equally.

This statement has been added in a visible location in Alumni Hall where all patrons using our facilities can engage with it. It is also announced prior to all indoor and outdoor Varsity sport games. The intent is to expand viewership by including placement within our Ice House and explore placement opportunities in the Field House.

- The Department of Recreation and Athletics aims to be more inclusive by incorporating diverse panels for hiring processes and attracting a diverse base of candidates for critical leadership positions across management, administration, coaching and support staff. For example, there was an increase in diversity in full-time coaches this season, and additional female coaches have joined the Men's Football program. Carleton's Athletics department has one of the most diverse staff groups across the Ontario University Athletics and Usport.
- The Department of Recreation and Athletics continues to ensure inclusive language is used in its communications efforts and uses a clear statement of commitment to equity and equality practices within workspaces.

Finance and Administration Division

- In May 2023, Finance and Administration leaders committed to expanding engagement with EDID as a key sector goal. Each of the eight units identified up to three related goals for their units, which have now been actioned.
- An accessible procurement voluntary disclosure process was launched in eShop. Available resources were communicated, and information sessions were conducted to enhance alignment with the Co-ordinated Accessibility Strategy.
- The preliminary identification of diverse spending for the 2021-2023 fiscal years was completed; a strategy is being developed to classify suppliers in eShop to enhance visibility to end users (e.g., Indigenous-Owned Vendor/Business).
- During all renovation and new construction, Facilities Management and Planning will include accessibility and code requirements, such as barrier-free considerations, universal design practices and inclusive spaces. This will include, but is not limited to, following the Rick Hansen Accessibility Standards, inclusive washrooms and multi-faith prayer spaces.
- Facilities Management and Planning will ensure that furniture purchases take into consideration accessible and inclusive requirements, such as height-adjustable desks and ergonomic options.

Department of University Communications

- DUC has incorporated EDI considerations into all projects and processes to ensure that the University's diverse nature is communicated to internal and external audiences and offers each individual and diverse group within Carleton a voice and sense of belonging.
- In the past year, DUC facilitated meetings with various units to outline the content strategy for the academic year. These discussions resulted in creating strategic documents to guide our tactical plans or campaigns.
- As part of our planning cycle, similar meetings with key internal partners are planned for summer 2024 to develop strategies for the upcoming 2024-25 academic year. Input from the new president will also be sought to ensure alignment with organizational goals.

Next Steps

With the continued support and guidance by the Department of Equity and Inclusive Communities, Carleton University will follow through with further enhancements and implementation of the EDI Action Plan. EIC will continue to support all departments and faculties to fulfil the strategic actions and request annual EDI Action Plan progress to ensure the goals of the strategic actions are being met with continued commitment.

