EDI Action Plan: Progress and Updates

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Purpose of the EDI Action Plan

An institutional strategic vision for EDI at Carleton that proposes an operational framework of essential actions that will build upon efforts to integrate and embed EDI principles into the core activities and academic mission of the university to accelerate positive institutional and societal outcomes.

EDI Action Plan Themes				
Innovative	Integrated	Holistic	Flexible	Ambitious

CARLETON UNIVERSITY
EQUITY, DIVERSITY AND INCLUSION ACTION PLAN

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https://carleton.ca/edi-plan/wp-content/uploads/Carleton-University-EDI-Action-Plan-Full.pdf

EDI Action Plan: 10 Strategic Actions

SA 1 Curriculum and Pedagogy

SA 2 Student Supports

SA 3 Research

SA 4 Senior Leadership and Board of Governors

SA 5 Leadership Development (Non-Academic)

SA 6 Leadership Development (Academic)

SA 7 Disaggregated Demographic Data

SA 8 Representation and Outreach

SA 9 Culture

SA 10 EDI Planning Infrastructure and Reporting

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SA 1: Curriculum and Pedagogy

✓ Hired an EDI Learning Specialist who provides workshops, consultations and support on equity-driven and inclusive pedagogy tailored to the needs of programs/departments.

✓ Some movement at the course level in Sprott, FPA and at the program level in FASS with the creation of the Critical Race Studies minor

✓ EDI Toolkit developed by Faculty of Science has been well received

✓ Undertaking broad establishment of systemic de-colonial and EDI-informed approaches to course design and delivery, especially in gateway courses

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SA2: Student Supports

✓ The following positions have been created and filled:

- Equity, Diversity and Community Programs Coordinator (Student Experience Office)
- Designated Counsellor for graduate students
- Designated Counsellor for racialized students (Health and Counselling Services)

✓ All Health and Counselling team members have completed one session on Anti-Black racism and more professional development opportunities will be offered in the near future

✓ EIC will consult with Health and Counselling Services on enhancements for counselling resources

✓ 36 EDI related awards/bursaries/funds are in place to support equity deserving students

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SA3: Research

✓ Sprott MOUs – Inter-Institutional Agreements:
- Black Entrepreneurship Knowledge Hub (Research to Support Enterprises and Communities)
- Canadian LGBT+ Chamber of Commerce (Inclusive Entrepreneurship)

✓ Office of the Provost established the Student EDI Research Award (April 2021) to support students conducting EDI-driven research with faculty mentorship
- EIC provides additional support through check-in meetings
- Award recipients present research findings during Inclusion Week

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SA 4: Senior Leadership Team and Board of Governors Inspiration and Development

✓ Board of Governors adopted an Equity, Diversity and Inclusion Statement ahead of the EDI Action Plan.

✓ Board of Governors adopted *ISED 50-30: Innovation, Science & Economic Development Canada*

- Framework to accelerate diversity actions already taking place in many Canadian organizations and to encourage others in adopting practices that improve equity
- Goal of the program is to challenge Canadian organizations to increase the representation and inclusion of diverse groups within their workplace

✓ As part of this initiative, the Board of Governors is participating in a voluntary Self-Identification initiative.

✓ The Board of Governors has put in place a strong nomination process to assist in its diversification.

✓ Two EDI educational modules have been developed specifically for BoG members, one on Human Rights at Carleton University and one on Indigenous Learning.

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SA 5: Leadership Development (Non-Academic)

✓ Collaborating with Campus Safety Services to implement the *Campus Safety Services Action Plan: Service Excellence and Engagement with Carleton's Diverse Communities*. Accomplishments include:

- Established Engagement and Inclusion Officer Program
- Conducted employment systems review
- Developed Campus Safety Services recruitment website in collaboration with HR
- Provided EDI-informed training to all Patrol Officers
- Establishing a community engagement table

SA 6: Leadership Development (Academic)

✓ EDI-informed recruitment practices are explored within discussions of the Joint Committee on Employment Equity Diversity and Inclusion (JCEEDI) with members from university administration and CUASA.

SA 7: Disaggregated Demographic Data Collection

✓ The Carleton University Disaggregated Demographic Data Survey (CUDDDS) has already made significant progress on this item with the completion of a draft survey.

- Starting phase 2 with consultations on the draft survey within the Carleton community this year
- Working with ITS to create a dynamic form for the online self-identification application that will be ready for the finalized self-identification questions
- Planning to launch the application in September 2023

SA 8: Representation and Outreach

✓ FPA Faculty Recruitment (Racialized)

✓ FED Faculty Recruitment (Gendered)

✓ In consultations with CUASA, two new EDI designated faculty positions are being created in the FASS (one addressing Disability related issues and one related to Anti-Black racism.)

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SA 9: Culture

✓ Partnering with Teaching and Learning Services in the development of an online human rights module that will focus on equity and anti-oppression

✓ Working with Information Technology Services on Pronoun Enhancement Project, which will add capability to Carleton Central to accommodate best practices in pronoun identification

✓ Carleton's Human Rights Policy will be reviewed and updated in the next year

- Training will be developed for complaint managers (which include managers, chairs, supervisors, Deans) on the Human Rights Policy and Procedures

✓ Associate/Assistant Deans specializing in EDI have been appointed in Faculty of Science, Sprott School of Business, Faculty of Public Affairs

✓ Two Faculty Advisors on Anti-Black Racism and Black Inclusion have been appointed

✓ A number of EDI committees within Faculties and departments have been formed

✓ The EIC hosted its fourth annual Inclusion Week in October 2022 with seven events focused on the theme of *Disrupting Cultures of Inequity: Engaging in Brave Actions and Making Meaningful Change*

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SA 10: EDI Planning Infrastructure and Reporting

✓ Hired EDI Learning Specialist

✓ Hiring Manager, Strategic Initiatives to support the implementation and measurement of these Strategic Actions, conduct internal and external environmental scans, literature reviews, co-lead consultations and undertake applied research.

✓ Expanding the Trans and Non-Binary Inclusion Coordinator role to a full-time position

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