

Faculty of Arts Committee on Equity, Diversity, and Inclusion 2019–2020 Summary

In its first full year of CEDI's activities, the committee focused its work in four key areas:

1. Arts Environmental Scan

CEDI members spent several months in open-ended conversations with departmental executives, staff groups, and Associate Deans to be a starting point for understanding experiences and challenges, and therefore building initiatives specific to Arts. These conversations led to the recommended plans of the Committee to the Faculty of Arts.

2. Student Listening Sessions

In tandem with the conversations with stakeholders in the Faculty of Arts, a subcommittee held "Listening Sessions" with student groups to discuss concerns or ideas students have about diversity, equity, and inclusion issues in the Faculty of Arts and across the UofA campus more generally.

3. Faculty Governance

A subcommittee engaged in an EDI sweep of Faculty of Arts governance practices with a focus on identifying best practices to work toward the goal of developing an inclusive culture by ensuring both procedural and substantive equity.

4. Communications

The Faculty of Arts launched its [EDI website](#), now listed under the [U of A Faculty Initiatives](#) on the UofA EDI Portal. The UofA EDI Portal is an excellent resource for education and training, key contacts, and data. The Arts EDI website is still in its preliminary stages, but it will grow to be a resource for faculty, staff, and students in the Faculty of Arts.

FUTURE PLANS

1. EDI Response Plan to Emerging Situations

The committee will develop a document addressing the potential impacts on EDI with regards to COVID-19 related decisions and action plans for mitigating negative effects.

2. Data-Driven Initiatives

A small data subcommittee from within the committee membership will work with the institutional data to recommend a set of key goals and targets which will inform the work of the committee in the 2020–2021 academic year.

3. Listening Sessions

The listening sessions with students (undergraduate and graduate) will continue once we return to face-to-face work.

4. Tapping into Faculty of Arts Expertise

The Faculty of Arts is at the forefront of research related to Indigeneity, intersectionality, human rights, disability, LGBTQIA2S representation, diversity, and equality, and has many formal and informal EDI champions in departments. Roundtable discussions with these Arts EDI leaders will ensure that CEDI initiatives and recommendations are informed by Arts-grown and -led research.

5. Website

The committee will work to build up the website to make it useful to our community and a good compendium to the University of Alberta's EDI portal as well as a place to celebrate stories.