

OUR PEOPLE

GOAL

We will build an equitable, diverse, engaged and vibrant Faculty of Arts community.

STRATEGIC PLAN: MIDTERM REPORT

OUR PEOPLE

OBJECTIVES

- I. Enhance equity by recruiting and supporting faculty and staff who reflect diverse perspectives
- II. Recruit a more diverse range of students, thereby enriching our learning environments and programs
- III. Support Academic Teaching Staff by recognizing and rewarding educational leadership, curriculum development and outstanding teaching
- IV. Cultivate engagement and collegiality at all levels in our Faculty
- V. Foster a culture of excellence by enriching learning and professional development opportunities for our staff and faculty

THINGS WE'VE ACCOMPLISHED

- Completed a governance review to ensure efficiencies and effectiveness of decisions
- Created the Equity, Diversity and Inclusion (EDI) committee to establish meaningful goals and best practices for EDI initiatives
- Developed a training process for new hires, to provide support when starting a new role
- Launched recruitment strategies to diversify our international student population, including initiatives in Africa and South America
- Planned and implemented information sessions about the university's new Sexual Violence Policy
- Established the Academic Teaching Staff Evaluation Committee to ensure representation and regular reviews for Academic Teaching Staff
- Developed a leadership program for new department executives