Renewal of the University’s Strategic Plan for Equity, Diversity and Inclusivity (EDI)

Overview:

The university’s Strategic Plan for Equity, Diversity and Inclusivity (EDI) was adopted in 2018-19. The plan was intended to be reviewed periodically. The EDI Scoping Group is seeking input to inform the plan’s renewal in 2022.

Background:

The EDI Strategic Plan was developed under the leadership of the EDI Scoping Group, an open-membership group of interested faculty, students and staff from across the university, including academic and professional experts. The plan was formally endorsed by the Board of Governors.

The Plan included a commitment to regular review and renewal to respond to the changing environment and to add goals for future years. The current renewal process is intended to be informed by the development of the university’s Indigenous Strategic Plan, and consultation will continue through fall 2022.

Objectives and Scope:

The renewal process has the following objectives:

- To evaluate the implications of changes to the internal and external environment and identify new and emerging priority areas;
- To identify future year goals in existing priority areas;
- To review the thematic structure of the existing plan to ensure it continues to reflect an appropriate organization of the university’s goals; and
- To ensure the EDI plan articulates with the Indigenous Strategic Plan: Braiding Futures

Consultation Process:

Consultation is ongoing and will include major stakeholder groups; governance committees; those leading EDI initiatives within faculties, colleges, and units; academic experts; and opportunities for all members of the university to provide input.

Emerging Themes from Consultations to Date:

The following is a brief summary of major themes emerging from consultation discussions:

- **Inclusion, accommodation and accessibility** (including barriers faced by students/faculty/staff; infrastructure; service & funding models; dispositional approaches; accessibility in teaching & learning);
• **Education, skill building and capacity building** (including importance of communities of practice; coordination and knowledge sharing re: faculty and college-level initiatives; building and incenting relevant skills in teaching & learning; building capacity to embed EDI across practices, e.g. recruitment, promotion, evaluation, staff/student services; leadership training; anti-racism education);
• **Communication** (how we communicate our vision, communicate our impact and amplify voices);
• **Research** (embedding EDI throughout the research ecosystem; leveraging external requirements; data; importance of investing in and engaging our scholarly expertise);
• **Accountability** (making accountabilities meaningful, transparent, reciprocal; moving beyond reporting; moving beyond the leadership level to build accountability across the community).

Discussion Questions:

• What are the key opportunities and constraints to developing and advancing EDI goals relating to students?
• How has your environment changed over the last several years? What new challenges, barriers, or opportunities are you experiencing?
• Which priorities articulated in the existing EDI Strategic Plan resonate most strongly for you?
• What key priorities do you feel should be reflected more strongly in the renewed plan?

Attachments

EDI Strategic Plan